



# **UNCT-SWAP GENDER EQUALITY SCORECARD**

**United Nations Country Team  
TAJIKISTAN**



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## List of acronyms and abbreviations

ARC	Assessment of Results and Competencies
BOS	Business Operations Strategy
AWP	Annual Work Plan
CEB	Chief Executives Board
CEDAW	Convention on the Elimination of all forms of Discrimination Against Women
CSO	Civil Society Organizations
FAO	Food and Agriculture Organization of the United Nations
FET	Final Evaluation Team
GBV	Gender-based Violence
GEWE	Gender Equality and the Empowerment of Women
GTG	Gender Thematic Group
GoT	Government of Tajikistan
FAO	Food and Agriculture Organization of the United Nations
HOA	Heads of Agencies
IAT	Inter-Agency Team
ILO	International Labor Office
IOM	International Organization for Migration
ITC	International Trade Centre
JP	Joint Programme
M&E	Monitoring and Evaluation
OHCHR	United Nations Human Rights Office of the High Commissioner
OMT	Operations Management Team
RC	Resident Coordinator
RCO	Resident Coordinator Office
SDG	Sustainable Development Goals
TOR	Terms of Reference
UN	United Nations
UNCT	United Nations Country Team
UNAIDS	Joint United Nations Programme on HIV/AIDS
UNDAF	United Nations Development Assistance Framework
UNDSS	United Nations Department of Safety and Security
UNDP	United Nations Development Programme
UNFPA	United Nations Population Fund
UNHCR	The UN Refugee Agency
UNICEF	United Nations Children's Fund
UNOCHA	United Nations Office for the Coordination of Humanitarian Affairs
UNODC	United Nations Office on Drugs and Crime
UNRCCA	United Nations Regional Centre for Preventive Diplomacy for Central Asia
UNSDCF	United Nations Sustainable Development Cooperation Framework
UNSDG	United Nations Sustainable Development Group
UN-SWAP	UN System-Wide Action Plan for Gender Equality and Women's Empowerment
UN WOMEN	United Nations Entity for Gender Equality and the Empowerment of Women
WFP	World Food Program
WHO	World Health Organization
WLWH	Women living with HIV

## 1. BACKGROUND

The United Nations Country Team (UNCT) performance indicators for gender equality and the empowerment of women (UNCT-SWAP gender equality scorecard) is a globally standardized assessment of the effectiveness of United Nations (UN) country level gender mainstreaming processes. This coordinated approach establishes the UNCT performance indicators for gender equality and the empowerment of women and lays down the minimum standards for gender equality that UNCTs should achieve for a proper gender mainstreaming performance.

The development of the gender scorecard was proposed by the United Nations Sustainable Development Group (UNSDG) in July 2006 and endorsed by the UNDG Principals in April 2008. The framework was further developed by the UN in response to the UN Chief Executives Board for Coordination (CEB) System-Wide Policy on Gender Equality and the Empowerment of Women (CEB/2006/2) and was endorsed by the CEB in 2012.

The scorecard methodology was revised in 2016-17 in tandem with the UN System-Wide Action Plan for Gender Equality and the Empowerment of Women (UN-SWAP). The UN-SWAP, launched in 2012, is a UN system-wide accountability framework designed to measure, monitor and drive progress towards a common set of standards, applying to all entities, departments and offices of the UN system. This methodological revision has ensured closer alignment with the UN-SWAP and with the Sustainable Development Goals (SDG), recognizing the importance of gender equality and the empowerment of women to SDG achievement.

The UNCT Tajikistan implemented by the first time the SWAP gender equality scorecard in December 2017, being a pilot country for testing the methodology that was being revised at that time.

The country team implemented for the second time the SWAP scorecard in September 2021.

## 2. COUNTRY CONTEXT

The United Nations Country Team (UNCT) in Tajikistan, led by the UN Resident Coordinator, is comprised of 18 UN entities jointly implementing the UNDAF 2016-2022 and Integrated Socio-Economic Response Framework to COVID-19 (ISEF).

The UNDAF, covering the period from 2016-2020 and further extended until 2022, is a strategic programme framework that responds to, and supports, the achievement of the country development priorities and reinforce the strong partnership between the Government of Tajikistan (GoT) and the UNCT to achieve the SDGs. The framework was prepared to apply the 'Delivering-as-One' approach tailored to the specific context of Tajikistan, to joint and complementary programming and implementation. Six UNDAF outcomes were selected, in four strategic focus areas, through an intensive consultation process with Tajikistan's authorities and UNDAF partners, that respond to country needs and make use of the UN's comparative advantages:

### 1. Democratic Governance, Rule of Law and Human Rights:

- Outcome 1: People in Tajikistan have their rights protected and benefit from improved access to justice and quality services delivered by accountable, transparent, and gender responsive legislative, executive and judicial institutions at all levels.

### 2. Sustainable and equitable economic development:

- Outcome 2: People in Tajikistan benefit from equitable and sustainable economic growth through decent and productive employment; stable energy supply; improved access to specialized knowledge and innovation and a more favorable business environment, especially for entrepreneurs and farmers.

### 3. Social Development, Inclusion and Empowerment:

- Outcome 3: People in Tajikistan benefit from quality, equitable and inclusive health, education and social protection systems;
- Outcome 4: The nutritional status of the people in Tajikistan is improved through stable access to sufficient, appropriate and safe food; improved child feeding practices; better water and sanitation and improved access to quality health care;
- Outcome 5: Women, youth, children, people with disabilities and other vulnerable groups are protected from violence and discrimination, have a voice that is heard and are respected as equal members of society.

### 4. Resilience and Environmental Sustainability:

- Outcome 6: People in Tajikistan are more resilient to natural and man-made disasters and benefit from improved policy and operational frameworks for environmental protection and management of natural resources.

The ISEF articulates the UN immediate support to the GoT to assist vulnerable people in an integrated socio-economic response, structured into five strategic pillars that are underpinned by “building back better” and help achieve SDGs:

- Making essential health services available to those in need and strengthen health systems;
- Helping people cope through social protections and ensuring basic services and food security;
- Creating livelihoods for men and women in new demand areas; supporting farmers; micro businesses, small- and medium-sized enterprises through economic recovery programs;
- Strengthening multilateral and regional response for inclusive development and green economy;
- Promoting social cohesion, justice and investing in community and civic action for recovery.

Overall, the interventions strive to make recovery people-centric, gender-sensitive, greener, and using technological solutions and innovations that can also accelerate progress towards the realization of the SDGs.

A SWAP gender equality scorecard was conducted in Tajikistan in December 2017, at the end of the second year of UNDAF implementation, highlighting the growing importance of interagency collaboration and coordination to achieve GEWE results at the country level and the need for certain adjustments.

The UNCT in Tajikistan, led by the UN Resident Coordinator, embarked in 2020 on the process of preparation and formulation of a new UN Sustainable Development Cooperation Framework (UNSDCF) 2023-2026 with the GoT. The process began with the development of the Common Country Assessment (CCA), a collective analysis of the situation of Tajikistan by the UN system. The CCA was approved in March 2021 and serves as basis for the subsequent development of the upcoming UNSDCF. A thorough analysis of the causes for inequalities, exclusion and discrimination is part of the CCA document.

At the heart of this process, UNCT promotes the principles of gender equality and non-discrimination, driving the active and meaningful participation of both women and men and the empowerment of women and girls. As a result, in order to support the gender-responsive planning and development of the upcoming UNSDCF 2023-2026, in line with UN corporate policy in this area and UN minimum standards on gender equality, the UNCT in Tajikistan conducted a comprehensive UNCT-SWAP gender equality scorecard in September 2021.

The SWAP scorecard was led by the RCO and UN Women. An international specialist was hired to support UNCT in the implementation of the exercise.

## 3. METHODOLOGY

The UNCT-SWAP gender equality scorecard provides an assessment of how gender equality is mainstreamed by UNCT in their joint processes, practices, policies and programmes and what the UN system as a whole is contributing to GEWE in the country. It includes an evaluation and

scoring against 15 indicators across 7-dimension areas, addressing key GEWE components, as follows:

1. Planning;
2. Programming and monitoring and evaluation;
3. Partnerships;
4. Leadership and organizational culture;
5. Gender architecture and capacities;
6. Resources;
7. Results.

Each dimension area includes performance indicators that establish the minimum criteria that UNCT must meet or exceed to fulfil its mandate on GEWE.

The implementation of the SWAP scorecard involved a self-assessment driven by an Inter-Agency Team (IAT), a group formed at the beginning of the exercise. This team enabled interagency stakeholders to work collaboratively to measure UNCT's performance against minimum requirements on gender equality. This assessment team was composed of 17 members and included representatives from the RCO, the UN GTG, the UN communications group, the OMT/human resources and UNDAF M&E focal points. IAT members were assigned to indicators, forming 7 evaluation groups. The exercise was implemented in a highly participatory manner, promoting internal dialogue and ownership of results.

In August 2021, the UN in Tajikistan recruited the services of an international consultant to support remotely the implementation of the SWAP scorecard, by providing support and assistance to the IAT and facilitating the working sessions. Due to the current COVID-19 pandemic, the scorecard methodology was adapted to online modalities.

Prior to the self-assessment driven by the IAT, which was conducted in September, an online survey of personnel perception of organizational environment for the promotion of gender equality was conducted in August. The survey was open for 2 weeks. In total, the survey reached 209 responses (94 women and 115 men), exceeding the minimum number of responses required to ensure the validity of results<sup>1</sup>. The results of the survey were used for the assessment of indicator 4.2 "Organizational culture fully supports promotion of gender equality and the empowerment of women". A breakdown of survey responses can be found in annex A.

All documentation, evidence and means of verification against indicators were uploaded on a shared google drive for quick and easy access to information by members involved in the assessment.

The process conducted by the international consultant was as follows:

#### **A. Background document review:**

The consultant reviewed the following documents: UNCT UN-SWAP Technical Guidance and Framework; UNCT Tajikistan 2017 SWAP Scorecard Report and 2020 SWAP Progress Report; UNCT Gender Scorecard Reports from the countries in the regions and from other countries, UNDAF 2016-2022; UNDAF Mid-term Evaluation Report and UNDAF final report 2021; CCA 2021; Integrated Socio-Economic Response Framework to COVID-19 (ISEF); New UNSDG UNSDCF guidance; UNCT planning, budgets and programming documents; GTG TOR and Annual Work Plan (AWP) 2021; UN Communication Group work-plan; CEDAW Reports, and other national assessments/National Gender Plans.

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<sup>1</sup> For UNCT Tajikistan, this minimum number was 122, given that UN staff number was 420 at the time of the assessment.

### **B. Briefing meeting:**

An initial online briefing session with the assessment team as a whole was held via Zoom. During the meeting, the working schedule was agreed upon, the expectations on the group clarified and the basis for IAT work coordination provided. They were demanded to get familiar with the scorecard technical guidance and in particular with the guidance on the indicators of their responsibility. They were also demanded to gather data and means of verification against the indicators of their responsibility and provide preliminary assessments. A timeframe was given.

### **C. In-country self-assessment:**

Evaluation groups worked to agree on evidence, revise data and means of verification, get a common understanding on the findings against the indicators of their responsibility, elaborate rationale and explanations and reach consensus on tentative scoring against indicators, with the support of the consultant. Later, online thematic meetings were held between the evaluation groups and the consultant to revise evidence data, discuss findings, update rationale and explanation, identify concerns and improve the assessment against indicators.

### **D. Action planning workshop:**

A virtual workshop was held via Zoom to present findings, results and final scores against indicators to the whole assessment team, allowing space for feedback and consensus building, and to agree on the action plan. A comparison of the results from 2017 scorecard and the current scorecard was presented. A proposal for an action plan was presented by the consultant, elaborated based on findings. This was followed by a discussion, dimension area by dimension area, about the actions to be included in the plan where new measures to improve UNCT performance on gender mainstreaming were proposed and other measures were updated and improved. A final action plan for UNCT performance improvement on GEWE was eventually developed and agreed upon.

### **E. UNCT debriefing session:**

A debriefing session with HOAs was held via Teams to present the main findings of the assessment, the scorings against indicators, and the main recommendations for UNCT performance improvement on gender mainstreaming.

This report has been produced by the international consultant based on findings and feedback.

## **4. FINDINGS**

The scorecard methodology does not provide for quantitative scores. The UNCT-SWAP scorecard includes 4 levels of ratings:

- Exceeds minimum requirements;
- Meets minimum requirements;
- Approaches minimum requirements;
- Missing minimum requirements.

The criteria to exceed, meet or approach minimum requirements is provided by UNSDG for each indicator. If UNCT fails to approach minimum requirements, the indicator is then scored as missing. If UNCT arrives to approach minimum requirements, greater efforts should be done in the short-term so that UNCT can meet minimum requirements in the next reporting.

The UNCT should aim at meeting minimum requirements as an adequate performance on gender mainstreaming and GEWE promotion. However, meeting minimum standards should be contemplated as a starting point from which UNCT can strengthen current work and reinforce

existing country efforts to address GEWE. The objective should be to exceed minimum requirements, so that best practices can be shared with other UNCTs.

## 4.1 Findings overview

A summary of the scorings against all indicators across the 7-dimension areas is outlined in the following table.

### UNCT-SWAP Gender Equality Scorecard - Scorings

Country: **Tajikistan**

Assessment year: **2021** (September)

Agencies participating in inter-agency team: FAO, RCO, UNDP, UNAIDS, UNFPA, UNICEF, UN Women and WFP

Indicators	Missing	Approaches minimum requirements	Meets minimum requirements	Exceeds minimum requirements
<b>1. Planning</b>				
1.1. Common Country Analysis integrates Gender Analysis				
1.2. Gender Equality mainstreamed in UNDAF outcomes				
1.3. UNDAF indicators measure changes on Gender Equality				
<b>2. Programming and M&amp;E</b>				
2.1. Joint Programs contribute to reducing Gender Inequalities				
2.2. Communication and Advocacy address areas of Gender Inequality				
2.3. UNDAF Monitoring and Evaluation measures Progress against planned Gender Equality Results				
<b>3. Partnerships</b>				
3.1. UNCT collaborates and engages with Government on Gender Equality and the Empowerment of Women				
3.2. UNCT collaborates and engages with Women's/Gender Equality CSO				
<b>4. Leadership</b>				
4.1. UNCT Leadership is committed to championing Gender Equality				
4.2. Organizational Culture fully supports promotion of Gender Equality and the Empowerment of Women				
4.3. Gender Parity in staffing is achieved				
<b>5. Gender Architecture and Capacities</b>				
5.1 Gender Coordination Mechanism is empowered to influence the UNCT for Gender Equality and the Empowerment of Women				
5.2 UNCT has adequate Capacities developed for Gender Mainstreaming				
<b>6. Resources</b>				
6.1. Adequate resources for Gender Mainstreaming are allocated and tracked				
<b>7. Results</b>				
7.1. UN Programmes make a significant contribution to Gender Equality in the Country				

The completed scorecard findings by indicator can be found in annex B. A summary of key findings by dimension area is provided hereunder.

## 4.2 Findings overview by dimension area

### 4.2.1 Planning

In this dimension area, UNCT Tajikistan is successfully performing concerning the CCA 2021, exceeding minimum requirements for indicator 1.1, but UNCT performance concerning UNDAF outcomes should be improved in the medium-term, when the next CF is formulated, since the



country team is only approaching minimum standards for indicator 1.2 (gender mainstreaming in UNDAF outcomes). On the other hand, despite the fact that UNCT meets minimum requirements for indicator 1.3 (gender-sensitivity of UNDAF indicators), current work should be strengthened in this regard since only a small percentage of UNDAF indicators track progress toward gender equality results.

**Indicator 1.1.** The CCA 2021 includes gender analysis across all sectors and within separate subheadings, including underlying causes of gender inequality and discrimination. The importance of sex-disaggregated data for policy development, implementation and evaluation is highlighted in the document. Wherever possible data has been disaggregated by sex. Where data is not disaggregated by sex, it has been noted that this data is not available as it is not collected in disaggregated format by authorities. Further, the CCA includes a targeted gender analysis of those left furthest behind and vulnerable groups.

**Indicator 1.2.** Gender equality is not visibly mainstreamed across all UNDAF outcomes. GEWE is visible mainstreamed across 5 out of 6 UNDAF outcomes but outcome 4 is gender blind in terms of gender-targeted outputs and underlying gender analysis, despite the fact that it includes a few gender-sensitive and gender-disaggregated indicators. On the other hand, there is no UNDAF outcome specifically targeting gender equality. In fact, outcome 5 has a strong gender component but it cannot be considered gender-targeted because GEWE is not the principal purpose of the outcome. The whole outcome should be focused on gender equality to be considered a dedicated outcome targeting GEWE.

**Indicator 1.3.** The calculation on the gender-sensitivity of indicators was made on the basis of the UNDAF JWP+ISEF action plan 2021, which includes a total of 159 indicators. As a result, 56 indicators (35.22%) track progress towards gender equality results, placing UNCT in the ranking of meeting minimum requirements. Nevertheless, efforts should be concentrated on increasing this percentage since almost 7% of indicators, which were scored as non-sex disaggregated, could have benefited from sex-disaggregation to gain a better picture of progress towards GEWE in the country. Additionally, 16.5% of indicators, which were scored as gender blind, could have benefited from a closer revision in order to become gender-sensitive. The analysis was also made on the basis of the UNDAF RRF 2019 outcome indicators only, revealing that out of 63 UNDAF outcome indicators (there are 61 outcome indicators but indicator 6.3 is divided into 3), 28 (44,44%) track progress towards gender equality results. As a result of both analyses, it is clear that specific attention should be paid to the formulation of the work-plan output indicators, as these are less gender-sensitive than those for outcomes.

#### 4.2.2 Programming and M&E

UNCT Tajikistan is satisfactorily performing in this dimension area, meeting the minimum standards for indicator 2.1, and exceeding the minimum standards for indicators 2.2 and 2.3.

**Indicator 2.1.** Concerning joint programs (JP), gender equality is visibly mainstreamed into all (6) JPs operational at the time of the assessment. In addition, 2 JPs are specifically focused on GEWE, which is very good. However, although the RC circulated a message with a recommendation to assess joint projects against criteria defined on the gender marker, there is not a UNCT formal system in place to ensure gender mainstreaming into all JPs prior to the submission.

**Indicator 2.2.** Concerning communication and advocacy, the UNCT contributed collaboratively to a number of advocacy and communication campaigns during the past year. Focus of the UNCT is both in traditional media and new and online types of outlets, especially due to last year COVID-19 restrictions, which allowed UNCT to contribute to GEWE communication and advocacy in non-traditional thematic areas, such as women in ICTs and women in sciences. The 2020 16 Days of activism against GBV campaign even introduced some innovations and non-

traditional interventions. In addition, gender equality is highlighted and considered as one of four priority areas for 2021 in the UNGC annual communications plan.

**Indicator 2.3.** Concerning M&E, the UNDAF mid-term evaluation report 2018 and the final UNDAF evaluation conducted in July 2021 have sufficiently assessed progress against gender specific results. One of the conclusions of the UNDAF final evaluation report states that the “twin-track approach under UNDAF 2016- 2022 has contributed to mainstream gender and intersectionality more effectively”. Data on each gender-sensitive indicator have been systematically collected and analyzed. Further, the UN M&E focal points received technical training on gender-sensitive M&E over the current UNDAF cycle. However, this training was organized in 2017 and so there is need to retrain the M&E focal points and train M&E staff who have joined the UN in recent years.

#### 4.2.3 Partnerships

This is one of the dimension areas where UNCT Tajikistan performs excellent, exceeding the minimum requirements for both indicators.

**Indicator 3.1.** The UN system has collaborated with government agencies on joint initiatives to promote gender equality within the current UNDAF cycle, such as the Ministry of Justice, the Committee on Women and Family Affairs, the Ministry of Health and Social Protection of the Population, the Commission on the protection of the rights of a child, etc. In addition, the National Women's Machinery (Government, line ministries, parliament social committee) has participated in UNDAF consultations: CCA, UNDAF development and UNDAF implementation. The Committee on Women and Family Affairs under the Government of the Republic of Tajikistan is member of the Result Group for outcome 2 and Chair of the Result Group for outcome 5. Finally, UNCT has contributed to strengthen Government participation and engagement in gender-related SDGs localization and/or implementation.

**Indicator 3.2.** The UNCT has collaborated with GEWE CSO and women's rights advocates on several joint initiatives that foster gender equality and empowerment of women within the current UNDAF cycle. GEWE CSOs actively participated in the UNDAF cycle 2016-2022 and contributed to country analysis, and strategic prioritization. Some of them are involved in UNDAF implementation activities, mainly regarding joint programmes and advocacy around CEDAW, Beijing +25, and UPR reports. Finally, UNCT has contributed to strengthen the participation and engagement of women's rights and CSOs in the localization and/or implementation of gender-related SDGs. However, there is still room for improvement in this regard, as highlighted in the UNDAF final evaluation report: “Engage CSOs across main functional areas to support their role in policy-making processes and delivery of public services (e.g. dialogue platforms, capacity building interventions and involvement in CF processes)”.

#### 4.2.4 Leadership and organizational culture

The performance of UNCT in this dimension area is satisfactory. The country team exceeds the minimum requirements for indicators 4.1 and 4.3 and meets the requirements for indicator 4.2.

**Indicator 4.1.** Concerning UNCT commitment to championing gender equality, over the last 12 months gender equality was an agenda point of substantive discussion of 4 standard UNCT meetings and one special UNCT session on gender. Further, gender was identified as the standing topic of the COVID-19 Response Group meetings, and regular update was provided. Another criterion under this indicator concerns the RC, who must demonstrate leadership and public championing on gender equality and at least one third of RC speeches over the last 12 months should include references to GEWE. The assessment showed that at least 10 speeches made by the RC over the past 12 months included references to gender equality. In addition,

according to the results of the survey, over 80% of staff agree that HOA are committed to gender equality in the workplace. Finally, gender equality was meaningfully reflected in the 2019 UNCT performance appraisal.

**Indicator 4.2.** The results of the survey of staff perception of organizational environment for gender equality revealed a positive rating of 76.9%. The survey dealt with perceptions of gender equality in the UN system, equal treatment in the workplace and work-life balance. However, the results in the male population showed an average positive score of 80%, while the average positive score for women was 73.5%. Thus, if only positive responses from male staff were considered, the UNCT would exceed minimum requirements. It was noted that the question on perception of HOA's support for staff to establish an adequate relationship between work life and home life received the lowest score of 61.7%, with negative response of 6.38%, not reaching the minimum standards.

**Indicator 4.3.** Concerning gender parity in staffing, the UNCT has in place a gender parity mechanism in which sex-disaggregated staffing data for all staff categories are being collected on an annual basis. UNCT efforts must then concentrate on articulating this mechanism within the OMT internal procedures to inform UN processes and decision making at UNCT leadership level. An analysis of the consolidated gender-disaggregated data 2021 on UNCT staffing showed that women account for only 36% of the UN workforce. Concerning international professional staff at P1-D2 levels, overall women's representation rate is higher (54%). Concerning national professional staff/national officer category at NOA-NOD levels, overall women have a representation rate of 46%. Concerning the general service category at G1-G7 level, women's representation is overall low (39%). At the G2 to G3 level, there is no women representation at all. Women are mainly represented at G5 level and G7 levels. Concerning the project personnel on SC, LICA and PSA contracts, the representation rate of women is only 28%. The highest disparity is found at the SB1 level with only 9% women. However, positive trends are observed for the period 2019-2021. There has been an increase in the representation of female staff, from 32.8% to 36%. Finally, the Business Operation Strategy 2020-2024 includes gender-specific actions and indicators nuanced under the Human Resource outcome area of the BOS (commitment to build the capacity of UN personnel on gender issues and to the harmonization of Prevention of Sexual Exploitation and Abuse -PSEA- efforts in all recruitments and contracting to achieve PSEA zero tolerance target).

#### 4.2.5 Gender architecture and capacities

The UNCT is performing well in this dimension area, meeting the minimum requirements for both indicators.

**Indicator 5.1.** The GTG is adequately empowered to influence UNCT for gender equality and the empowerment of women. The GTG is chaired by UN Women County Programme Manager (HOA), as required in the indicator criteria. The group has a TOR and an approved annual work plan, and meets regularly. As per UNDAF evaluation findings, the main gender related activities across UNDAF outcomes have been with the respective Results Groups. But for its part, the GTG has provided substantive input into the UNDAF 2016-2022 including planning, implementation and M&E related documents. Nevertheless, members of the group do not include at least 50% senior staff (P4/NOC and above), as required in the indicator criteria.

**Indicator 5.2.** Concerning UN staff capacities for gender mainstreaming, substantive interagency capacity development activities have been conducted during 2020-2021. A capacity needs assessment on gender equality of UN staff was conducted in 2017, over the current UNDAF cycle, and capacity development actions are included into GTG annual work plan. A follow up assessment was planned in 2020, but due to COVID-19 pandemic has been postponed.

#### 4.2.6 Resources

The UNCT is performing well in this dimension area too, meeting the minimum requirements for the one indicator.

**Indicator 6.1.** Concerning adequate resources for gender mainstreaming allocated and tracked, two (2) capacity building events on the gender marker were conducted over the current UNDAF cycle. In addition, the UNCT has been monitoring the gender equality marker under each outcome. A checklist COVID-19 MPTF-2 was elaborated and distributed by the RCO in 2020 for proposal self-assessment. The list indicated that at least 30% of total funds available must be allocated for GEWE. Current funding of joint programmes is achieving this goal (30%) and work is in progress in order to exceed the financial target in future SWAP reporting.

#### 4.2.7 Results

This is the other dimension area in which UNCT Tajikistan performs excellent, with the one indicator exceeding minimum requirements.

**Indicator 7.1.** The UNCT has achieved the gender equality and the empowerment of women results planned in UNDAF outcomes. The UNDAF final evaluation report highlights that significant results are achieved related to the contribution of UNCT to strengthening gender-related policies and laws, such as the State Program on Education and the National Plan for Combatting Human Trafficking for 2016-2018, drafting a comprehensive Anti-Discrimination Law, and the State instructions for the internal affairs agencies for the prevention, elimination and response to domestic violence, among others. UNCT supported the Government in conducting a legal review of five selected laws to screen their compliance with the Convention on the Rights of Persons with Disabilities, including the rights of women with disabilities. Women living with HIV (WLWH) were empowered to participate in the policy dialogue and advocate for their rights at local and international levels. They have demonstrated their leadership by developing the alternative CEDAW report and presenting it in CEDAW Committee and have established their network (TNW+), openly talking about their needs, implementing business-initiatives, occupying non-traditional professions, and participating at different fora's.

## 5. CONCLUSION

The results of this scorecard assessment are very satisfactory, in general. The exercise revealed exceptional performance for 8 indicators, for which UNCT exceeds the minimum requirements:

- Common country assessment integrates gender analysis (indicator 1.1);
- Communication and advocacy address areas of gender inequality (indicator 2.2);
- UNDAF monitoring and evaluation measures progress against planned gender equality results (indicator 2.3);
- UNCT collaborates and engages with Government on gender equality and the empowerment of women (indicator 3.1);
- UNCT collaborates and engages with women's/gender equality CSO (indicator 3.2);
- UNCT leadership is committed to championing gender equality (indicator 4.1);
- Gender parity in staffing is achieved (indicator 4.3).
- UN programmes make a significant contribution to gender equality in the country (indicator 7.1).

The assessment revealed adequate performance for 6 indicators, for which UNCT meets the minimum requirements:

- UNDAF indicators measure changes on gender equality (indicator 1.3);

- Joint programs contribute to reducing gender inequalities (indicator 2.1);
- Organizational culture fully supports promotion of gender equality and the empowerment of women (indicator 4.2);
- The gender coordination mechanism is empowered to influence the UNCT for gender equality and the empowerment of women (indicator 5.1);
- UNCT has adequate capacities developed for gender mainstreaming (5.2);
- Adequate resources for gender mainstreaming are allocated and tracked (indicator 6.1).

It further found low performance for 1 indicator, for which UNCT only approaches the minimum requirements:

- Gender equality mainstreamed in UNDAF outcomes (indicator 1.2);

UNCT must then enhance performance in the next UNSDCF planning cycle with respect to gender mainstreaming in UNDAF outcomes. This fact was also one of the recommendations pointed out in UNDAF final evaluation report. As per UNDAF evaluation report: the FET recommends that UNCT intensify its normative work as one of UN comparative advantages and further strengthen gender mainstreaming across UNDAF outcomes.

**As a result of the assessment, strengths and weaknesses of UNCT Tajikistan as far as GEWE is concerned, are as follows:**

- 1) The strengths of UNCT Tajikistan related to gender equality are: (i) the CCA; (ii) joint programs; (iii) communication & advocacy; (iv) M&E; (v) partnerships; (vi) leadership and organizational culture; (vii) gender parity in staffing; (viii) gender architecture and capacities for gender mainstreaming; (ix) resources, and (x) results.**
- 2) The area requiring improvement is: (i) UNDAF indicators.**
- 3) The weakness/area requiring major improvement is: (i) UNDAF outcomes.**

## 6. ACTION PLAN

The findings of the assessment have fed into a structured SWAP scorecard action plan designed for UNCT performance improvement on GEWE, which can be found in annex C.

This action plan underlines the gaps between UN minimum requirements and UNCT current practices, procedures and processes identified during the assessment. It includes steps to be taken, time-frame, allocation of responsibility, and resources required. It also points out the linkages to the SWAP scorecard indicators for tracking purposes.

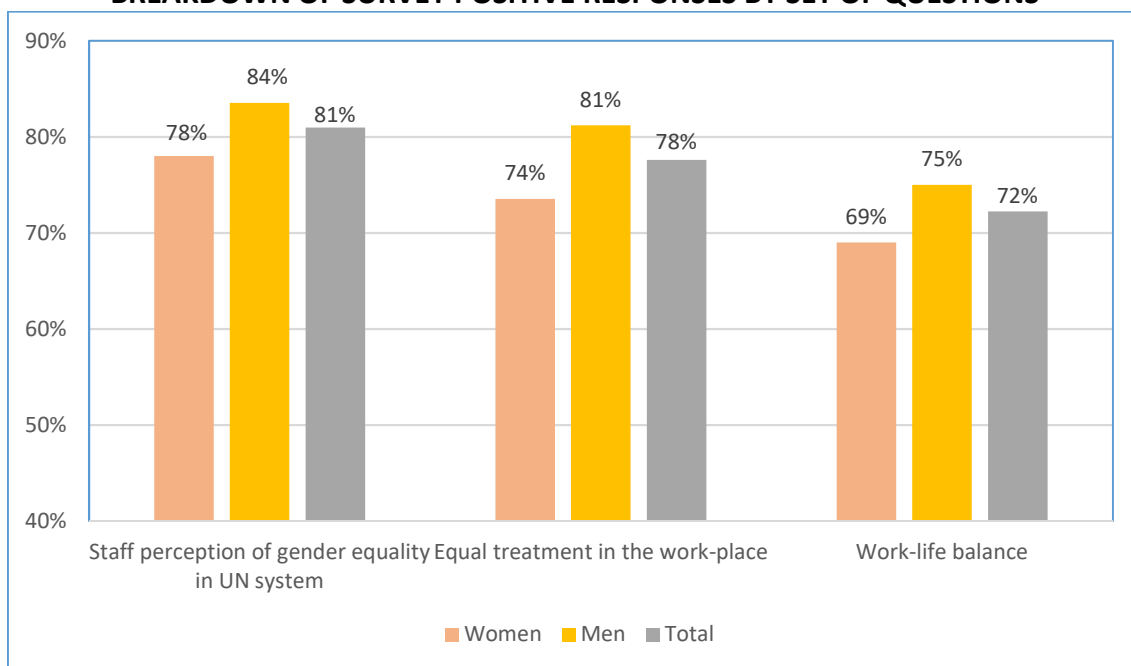
With the aim to ensure a comprehensive response to many of the issues highlighted in the action plan, a good understanding and appropriation of the recommendations by UNCT is needed. **The action plan must be on the agenda of UNCT HOA meetings to ensure follow up, at least every six months until all actions are completed.**

The action plan must further be part of the agenda of the meetings of GTG and other inter-agency groups that are assigned responsibilities in the plan, such as the UN Communication Group, the OMT, the RCO, etc. The responsibility for implementation needs to be shared among UN agencies and sectors to encourage decentralization of responsibility and accountability for gender equality and the empowerment of women.

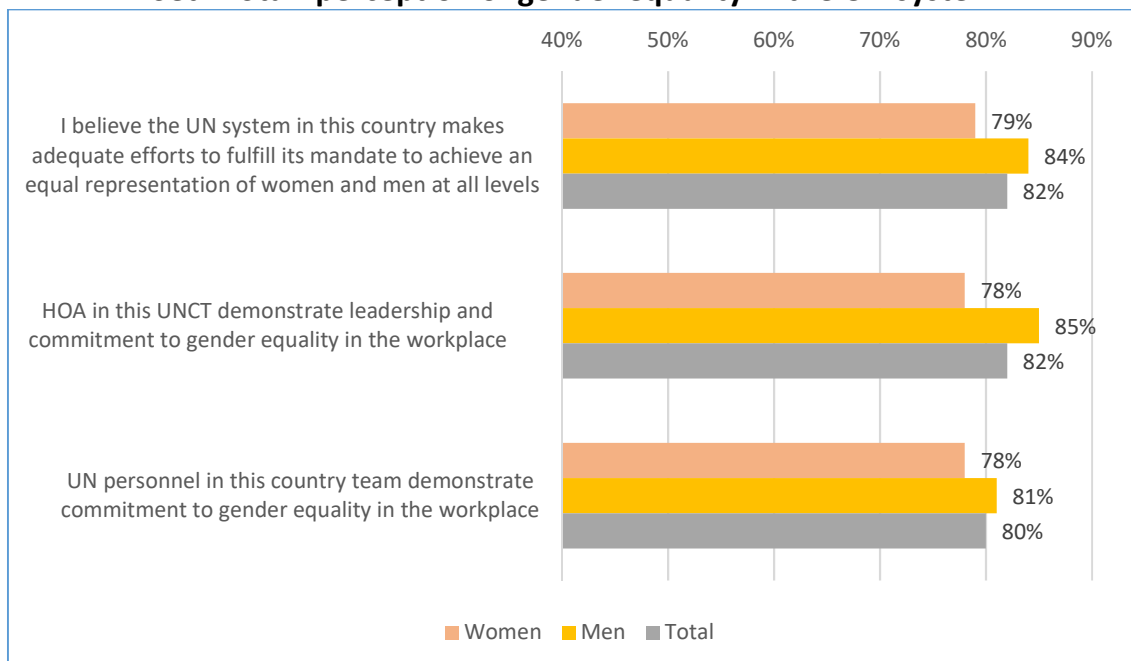
## 7. ANNEXES

### Annex A: Organizational culture staff survey results in Tajikistan

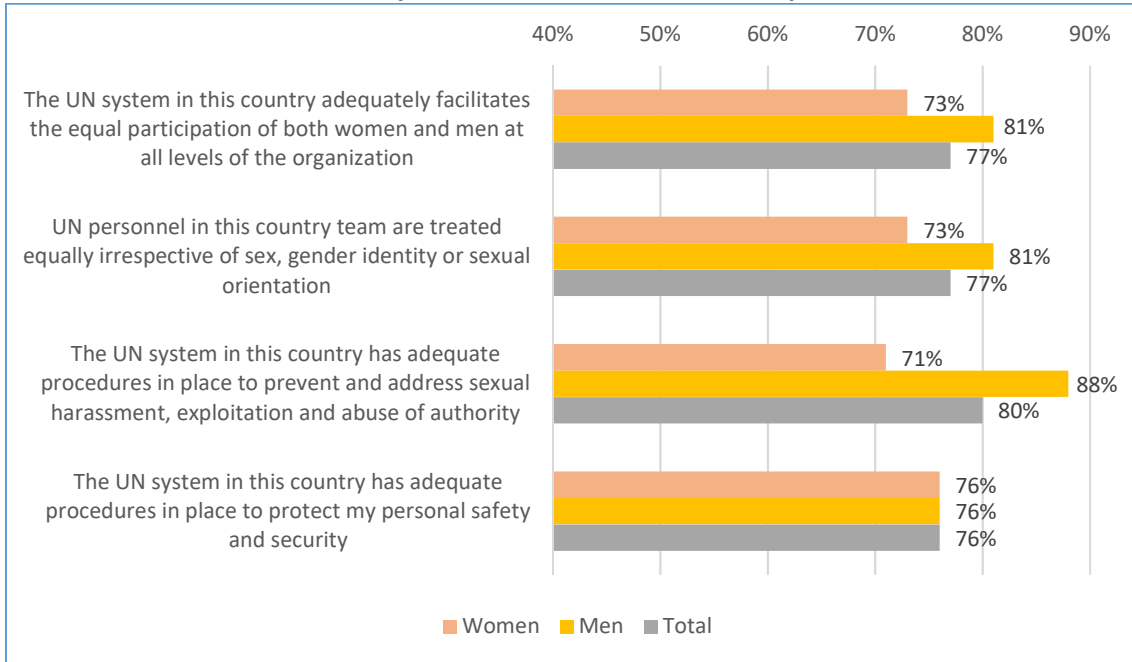
#### BREAKDOWN OF SURVEY POSITIVE RESPONSES BY SET OF QUESTIONS



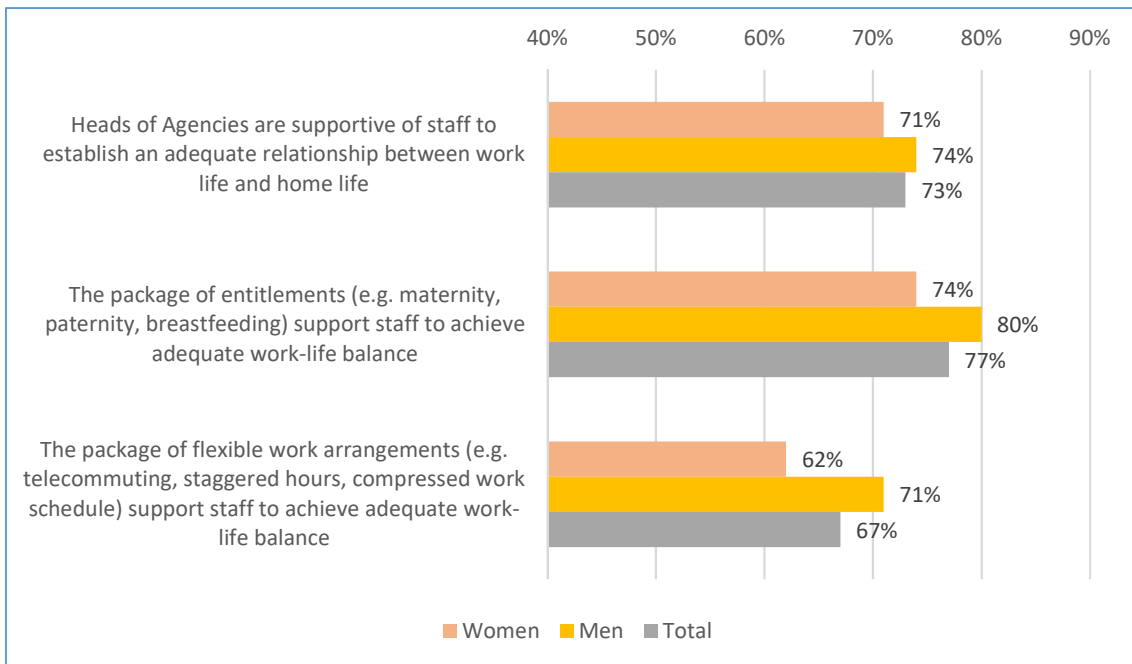
#### Set 1: Staff perception of gender equality in the UN system



## Set 2: Equal treatment in the work-place



## Set 3: Work-life balance



The charts display the positive responses (strongly agree and agree).

Survey opened August 2021.

209 responses (94 from women and 115 from men).

Confidence interval of 7.5.









## Annex B: UNCT Tajikistan - SWAP scorecard findings by indicator

### 1. PLANNING

INDICATOR 1.1: COMMON COUNTRY ANALYSIS INTEGRATES GENDER ANALYSIS		
Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
CCA or equivalent includes: <b>a)</b> Gender analysis across the <b>majority</b> of sectors including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG 5; <b>and</b> <b>b)</b> Some sex-disaggregated and gender-sensitive data.	CCA or equivalent includes: <b>a)</b> Gender analysis across <b>all</b> sectors including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG 5; <b>and</b> <b>b)</b> Consistent sex-disaggregated and gender-sensitive data.	CCA or equivalent meets minimum requirements <b>and</b> includes: <b>c)</b> Targeted gender analysis of those furthest behind.
<b>Score: Exceeds Minimum Requirements</b>		
<p><b>Findings and explanation:</b></p> <p>a) The CCA 2021, dated March 30, includes gender analysis across all sectors and within separate subheadings, including underlying causes of gender inequality and discrimination in line with SDG priorities including SDG 5. There is also intersectional analysis of women at greatest risk of being left behind and further in the areas related to environment/climate change and DRR (including not only how women are disproportionately affected but also their representation and participation in mitigation and response bodies and the gender-responsiveness of DRR/CC strategies). There is also a paragraph on the effect that COVID-19 had on the rise of GBV cases and on de-facto women-headed households which ceased receiving remittances ('abandoned wives').</p> <p>The tasks of preparing the CCA 2021 document were divided among small working teams from various UN Agencies, responsible for drafting specific thematic sections. Supported by UN Women, the consolidated draft underwent a gender analysis to ensure that, whenever needed, issues were fully analyzed from a gender approach, including in non-traditional sectors such as environment and impact of climate change for women and men.</p> <p>b) The importance of sex-disaggregated data for policy development, implementation and evaluation is highlighted in the document. Wherever possible data has been disaggregated by sex. Where data is not disaggregated by sex, it has been noted that this data is not available as it is not collected in disaggregated format by authorities. Gender-sensitive data is included on a number of issues such as GBV and migration, among others. A dedicated section is included on the analysis and impact of gaps in disaggregated data for development efforts.</p> <p>c) The CCA includes a targeted gender analysis of those left furthest behind and vulnerable groups. Among the country's most vulnerable groups are those living below the poverty line, women and children, particularly those with disabilities, women and girls living with HIV and those living in remote and rural areas, such as the Gorno-Badakhshan Autonomous Oblast. Refugees, asylum seekers, migrants, returnees and stateless persons are at risk of being left behind. Tajikistan hosts the largest number of refugees and asylum seekers in Central Asia, primarily from Afghanistan, and over 48,000 stateless persons, the majority of whom are women and girls.</p>		
<p><b>Evidence or means of verification:</b></p> <ul style="list-style-type: none"> <li>- UN Tajikistan CCA, March 30, 2021;</li> <li>- PSG Comments on CCA and RCO Response, 2020.</li> </ul>		



INDICATOR 1.2: GENDER EQUALITY MAINSTREAMED IN UNDAF OUTCOMES		
Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
a) Gender equality and the empowerment of women is visibly mainstreamed across <b>some</b> outcome areas in line with SDG priorities including SDG 5.	a) Gender equality and the empowerment of women is visibly mainstreamed across <b>all</b> outcome areas in line with SDG priorities including SDG 5. <b>or</b> b) One UNDAF outcome specifically targets gender equality in line with UNDAF Theory of Change and SDG priorities including SDG 5.	a) Gender equality and the empowerment of women is visibly mainstreamed across <b>all</b> outcome areas in line with SDG priorities including SDG 5. <b>and</b> b) One UNDAF outcome specifically targets gender equality in line with UNDAF Theory of Change and SDG priorities including SDG 5.
Score: Approaches Minimum Requirements		
<p><b>Findings and explanation:</b></p> <p>a) Gender equality and the empowerment of women is visibly mainstreamed across <b>most</b> UNDAF outcome areas in line with SDG priorities including SDG 5. Gender equality is visibly mainstreamed across 5 out of 6 UNDAF outcomes through the formulation of gender-responsive statements and/or the formulation of gender-specific outputs, as follows:</p> <ul style="list-style-type: none"> <li> Outcome 1: <i>People in Tajikistan have their rights protected and benefit from improved access to justice and quality services delivered by accountable, transparent, and gender responsive legislative, executive and judicial institutions at all levels.</i></li> <li> Outcome 2: <i>People in Tajikistan benefit from equitable and sustainable economic growth through decent and productive employment, stable energy supply, improved access to specialized knowledge and innovation and more favorable business environment especially for entrepreneurs and farmers.</i></li> <li> Outcome 3: <i>People in Tajikistan benefit from quality, equitable and inclusive health, education and social protection systems.</i></li> <li> Outcome 5: <i>Women, youth, children, persons with disabilities and other vulnerable groups are protected from violence and discrimination, have a voice that is heard and are respected as equal members of society.</i></li> <li> Outcome 6: <i>People in Tajikistan are more resilient to natural and man-made disasters and benefit from improved policy and operational frameworks for environmental protection and sustainable management of natural resources.</i></li> </ul> <p>Nevertheless, GEWE is not visibly mainstreamed across outcome 4 (<i>The nutritional status of the people in Tajikistan is improved through stable access to sufficient, appropriate and safe food, improved child feeding practices, better water and sanitation and improved access to quality health care</i>), which is gender blind in terms of gender-targeted outputs and underlying gender analysis, despite the fact that it includes some gender-sensitive and gender-disaggregated indicators.</p> <p>b) There is one UNDAF outcome that has a strong gender component:</p> <ul style="list-style-type: none"> <li>❖ Outcome 5: <i>Women, youth, children, persons with disabilities and other vulnerable groups are protected from violence and discrimination, have a voice that is heard and are respected as equal members of society.</i></li> </ul> <p>A large part of this outcome includes the results of normative work on ending VAWG and the prevention and response to violence, discrimination and protection of vulnerable segments of the population. However, this outcome is not considered gender-targeted because GEWE is not the principal purpose of the outcome. According to the technical guidance for UNCT-SWAP gender equality scorecards:</p> <ul style="list-style-type: none"> <li> “It is sometimes challenging to tell the difference between an outcome where there is visible mainstreaming of gender and an outcome which is dedicated to gender. A rule of thumb is that for visible mainstreaming gender will make up one part of the outcome (e.g. an outcome that focuses on human rights and gender equality, or the environment and gender equality), while for a dedicated outcome the whole outcome will focus on gender equality (e.g. boy’s education)”.</li> </ul> <p>In addition, this outcome addresses the situation of women from the vulnerability perspective, together with the situation of other vulnerable groups such as persons with disabilities, youth and minorities.</p>		
<p><b>Evidence or means of verification:</b></p> <p>- UNDAF 2016-2022 Results Framework (UNDAF 2016-2020 was extended to 2022).</p>		

INDICATOR 1.3: UNDAF INDICATORS MEASURE CHANGES ON GENDER EQUALITY		
Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
Between one-fifth and one-third (20-33 percent) of UNDAF outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets including SDG 5.	Between one-third and one-half (33-50 percent) of UNDAF outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets including SDG 5.	More than one-half of UNDAF outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets including SDG 5.
<b>Score: Meets minimum requirements</b>		
<p><b>Findings and explanation:</b></p> <p>To improve the measurability and evaluability of the UNDAF 2016-2022, and to strengthen the UN system's accountability for results, important improvements were made to the UNDAF result matrix (RRF) to strengthen the relevance to expected outcomes, measurability, and reliability. In 2019, the UNDAF RRF was revised and approved by UNCT/GoT and the quality and relevance of the indicators were increased. There was major progress in enhancing the use of gender-sensitive and sex-disaggregated indicators.</p> <p>In 2020, the UN system elaborated the Integrated Socioeconomic Response Framework to COVID-19 (ISEF) for Tajikistan. Later, the ISEF action plan was merged with the UNDAF JWP and a new joint ISEF+UNDAF work plan was developed.</p> <p>The SWAP assessment was conducted on the basis of the <b>UNDAF JWP 2021 + ISEF action plan</b>, which includes a total of 159 indicators (outcome and output indicators and ISEF indicators). The indicators were classified according to 5 types: gender sensitive indicators, sex disaggregated indicators, non-sex disaggregated indicators, gender blind indicators and do not-apply indicators. Coming out of this analysis, between one-third and one-half (33-50 percent) of the UNDAF JWP+ISEF work plan indicators track progress toward gender equality results in line with SDG priorities including SDG 5. Out of 159 indicators, <b>56 (35,22%)</b> track progress towards gender equality results. A particular analysis by UNDAF outcome was undertaken, revealing higher level of gender sensitivity in indicators from outcomes 5 and 3, as follows:</p> <ul style="list-style-type: none"> <li>• For outcome <b>1</b>, only <b>4%</b> of indicators measure changes in gender equality.</li> <li>• For outcome <b>2</b>, <b>13%</b> of indicators measure changes in gender equality.</li> <li>• For outcome <b>3</b>, <b>31%</b> of indicators measure changes in gender equality.</li> <li>• For outcome <b>4</b>, <b>11%</b> of indicators measure changes in gender equality.</li> <li>• For outcome <b>5</b>, <b>29%</b> of indicators measure changes in gender equality.</li> <li>• For outcome <b>6</b>, <b>15%</b> of indicators measure changes in gender equality.</li> </ul> <p>It is worth to say that almost 7% of indicators, which were scored as non-sex disaggregated, could have benefited from sex-disaggregation to gain a better picture of progress towards GEWE in the country. Additionally, 16,5% of indicators, which were scored as gender blind, could have benefited from a closer revision in order to make them gender sensitive.</p> <p>On the other hand, the assessment was also conducted based on the <b>UNDAF RRF 2019 outcome indicators only</b>, revealing that out of 63 UNDAF outcome indicators (in fact there are 61 outcome indicators but indicator 6.3 is divided into 3: 6.3.a, 6.3.b and 6.3.c), <b>28 (44,44%)</b> track progress towards gender equality results, placing UNCT in the raking of meeting minimum requirements too. This means that specific attention should be paid to the formulation of the work-plan output indicators, as these are less gender-sensitive than those for outcomes.</p>		
<p><b>Evidence or means of verification:</b></p> <ul style="list-style-type: none"> <li>- UNDAF RRF 2016-2022;</li> <li>- JWP UNDAF + ISEF 19.05.2021;</li> <li>- Excel sheet of gender-based analysis of joint UNDAF+ISEF work plan indicators and gender-based analysis of UNDAF RRF 2019 outcome indicators.</li> </ul>		

## 2. PROGRAMMING AND M&E

INDICATOR 2.1: JOINT PROGRAMS CONTRIBUTE TO REDUCING GENDER INEQUALITIES		
Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
<p><b>a)</b> Gender equality is visibly mainstreamed into at least 50 percent of JPs operational at the time of assessment.</p> <p><b>or</b></p> <p><b>b)</b> A Joint Program on promoting gender equality and the empowerment of women is operational over current UNDAF period in line with SDG priorities including SDG 5.</p>	<p><b>a)</b> Gender equality is visibly mainstreamed into <b>all</b> JPs operational at the time of assessment.</p> <p><b>and</b></p> <p><b>b)</b> A Joint Program on promoting gender equality and the empowerment of women is operational over current UNDAF period in line with SDG priorities including SDG 5.</p>	<p>Meets minimum requirements <b>and</b></p> <p><b>c)</b> A system is in place to ensure gender mainstreaming in JPs.</p>
<b>Score: Meets Minimum Requirements</b>		
<p><b>Findings and explanation:</b></p> <p>a) Gender equality is visibly mainstreamed into <b>all</b> JPs operational at the time of assessment. There are currently 6 joint programs under implementation by UN agencies: 2 are targeting GEWE issues, 3 have gender mainstreamed and make a significant contribution to GEWE and 1 has a gender marker of 1, as follows:</p> <ul style="list-style-type: none"> <li>JP on Empowerment of Abandoned Families for improved Migration Outcomes in Khatlon, Tajikistan, implemented by FAO, IOM, UNICEF, UN Women. Gender marker applied: score 3 (GEWE as the primary or principal objective);</li> <li>JP on Strengthening health system in Tajikistan to prepare and respond to COVID-19, implemented by UNICEF, UNFPA. Gender marker applied: score 2 (makes a significant contribution to GEWE);</li> <li>JP on Financing SDGs in Tajikistan, implemented by UNICEF, UNDP, UN Women. Gender marker applied: score 2 (makes a significant contribution to GEWE);</li> <li>JP on Empowering youth for a peaceful Tajikistan, implemented by UNDP, UNICEF, UN Women. Gender marker applied: score 2 (makes a significant contribution to GEWE);</li> <li>JP on Spotlight Initiative in Tajikistan - A Joint EU-UN Initiative to Eliminate Violence Against Women and Girls, implemented by UNDP, UNFPA, UNICEF, UN Women. Project addressing SGBV issues;</li> <li>JP on Health System Strengthening (HSS), implemented by WHO, UNICEF, UNDP. Gender marker applied: score 1 contributes in some way to gender equality and/or the empowerment of women and girls, but not significantly.</li> </ul> <p>b) Several joint programs on promoting gender equality and the empowerment of women are operational over current UNDAF period. There are currently 2 JPs addressing specifically gender equality as primary objective: JP on Empowerment of Abandoned Families for improved Migration Outcomes in Khatlon (related to migration and women left behind) and JP on Spotlight Initiative.</p> <p>c) There is no UNCT system in place to review all joint programs proposals for gender mainstreaming prior to the submission. However, the RC circulated a message with a recommendation to assess joint projects against criteria defined on the gender marker. Additionally, all UNCT interventions in the framework of UNDAF JWPs 2021-2022 are assessed against the gender marker and get GEM coding in UNINFO platform.</p>		
<p><b>Evidence or means of verification:</b></p> <ul style="list-style-type: none"> <li>- JP Prodop Empowerment of Abandoned Families for improved Migration Outcomes in Khatlon, 2020-2022;</li> <li>- JP Prodop Strengthening health system in Tajikistan to prepare and respond to COVID-19, 2020-2021;</li> <li>- JP Prodop Financing SDGs in Tajikistan, July 2020-December 2022;</li> <li>- JP Prodop Empowering youth for a peaceful Tajikistan, 2020-2021;</li> <li>- JP Prodop Spotlight Initiative, January 2020-December 2022;</li> <li>- JP Prodop Health System Strengthening, 2017-2022;</li> <li>- Updated table of JPs operational as of September 2021;</li> <li>- Gender Marker (GEM) checklist by UNCT and RC's message to UNCT, August 2020;</li> <li>- Message from RCO on MPTF Checklist with GEM scoring sheet, 27/08/2020;</li> <li>- Message from RCO on UNDAF/UNSDCF Gender marker coding, 23/11/2020, attaching the UNCT GEM UN INFO final draft, 23/11/2020.</li> </ul>		

INDICATOR 2.2: COMMUNICATION AND ADVOCACY ADDRESS AREAS OF GENDER INEQUALITY		
Approaches Min. Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
a) The UNCT has contributed collaboratively to at least one joint communication activity on GEWE during the past year.	a) The UNCT has contributed collaboratively to at least one joint advocacy campaign on GEWE during the past year. <b>and</b> b) Interagency Communication Group Annual Work Plan or equivalent visibly includes GEWE communication and advocacy.	Meets minimum requirements <b>and</b> c) The UNCT has contributed collaboratively to communication or advocacy in at least one non-traditional thematic area during the past year.
<b>Score: Exceeds Minimum Requirements</b>		
<b>Findings and explanation:</b> <p>a) The UNCT has contributed collaboratively to conduction of several joint communication campaigns, including the signature 16 Days of Activism against GBV annual campaign. In line with the global topic and advisories, 2020 campaign in Tajikistan aimed at facilitating the dialogue and actions, making changes in men's attitudes and promoting positive alternatives. Campaign was countrywide and engaged UN, international and national partners, CSOs, and media activists. The campaign was designed and led by the RCO/UN Women with active engagement of GTG and UNCG.</p> <p>b) Gender equality is considered as one of four priority areas for 2021 and highlighted in the UNCG annual communications plan and activities. Also, this area is highlighted in communications strategy, crisis communications strategy and all relevant messages drafted and disseminated by the UNCT.</p> <p>Separate communications strategy and materials are designed within the Spotlight Initiative Tajikistan programme which amplifies the work of the UNCT, GTG/UNCG in this area with proper inter-linkages. Separate technical and comms working groups are active under the programme. Capacity building activities on gender-sensitive communications are being conducted regularly for staff and partners within this programme.</p> <p>c) Focus of the UNCT is both in traditional media and new and online types of outlets, especially due to last year COVID-19 restrictions, which allow to have wider coverage despite of the poor media market in the country and relatively low access of population to Internet. In this way, the team has contributed collaboratively to communication/advocacy in non-traditional thematic areas such as women in ICTs and women in sciences.</p> <p>Various aspects of gender equality with focus on non-traditional thematic were addressed during the last year by UN Communications Group within its annual work plans in national and international campaigns (International Women's Day IWD, International Day of the Girl Child, International Day of Women and Girls in Science, 16 Days of Activism against GBV, Orange Day campaign, International Youth Day, etc.) The 2020 16 Days campaign introduced many innovations and non-traditional interventions. In addition, 2021 IWD campaign was designed and coordinated jointly by the UNCG/RCO/UN Women and focused on leading role of women on recovering the world and Tajikistan after the pandemic, on innovative and technical solutions women use to bring positive changes in the lives of families and societies. Infographics, postcards, social media posts were designed and published regularly on UNCT web-site and social media channels. Copies of some relevant materials and links to the publications are listed as evidence.</p>		
<b>Evidence or means of verification:</b> <ul style="list-style-type: none"> <li>-16 Days of Activism campaign concept note and PPT on 16 Days of Activism against GBV, UN in Tajikistan, 2020; -<a href="https://tajikistan.un.org/en/105543-orange-world-dushanbe-joins-global-initiative-illuminate-signature-building-orange-support">https://tajikistan.un.org/en/105543-orange-world-dushanbe-joins-global-initiative-illuminate-signature-building-orange-support</a>;</li> <li>-<a href="https://tajikistan.un.org/en/102854-16-days-activism-against-gender-based-violence-launches-tajikistan">https://tajikistan.un.org/en/102854-16-days-activism-against-gender-based-violence-launches-tajikistan</a>;</li> <li>-<a href="https://tajikistan.un.org/en/102847-committee-women-and-family-affairs-un-and-eu-launch-16-days-activism-against-gender-based">https://tajikistan.un.org/en/102847-committee-women-and-family-affairs-un-and-eu-launch-16-days-activism-against-gender-based</a>;</li> <li>- Annual work-plans of the UNCG for 2020-2021;</li> <li>- Concept note, matrix of events and messages for the International Women's Day Celebration 2021;</li> <li>- Postcards and information materials dedicated to the non-traditional thematic areas of gender equality, 2020-2021;</li> <li>-<a href="https://tajikistan.un.org/en/104370-code-climate-girl-young-woman-challenges-stereotypes-joins-team-win-climate-hackathon">https://tajikistan.un.org/en/104370-code-climate-girl-young-woman-challenges-stereotypes-joins-team-win-climate-hackathon</a>;</li> <li>-<a href="https://www.facebook.com/UNinTajikistan/posts/3576695145715577">https://www.facebook.com/UNinTajikistan/posts/3576695145715577</a>;</li> <li>-<a href="https://www.facebook.com/UNinTajikistan/posts/3966816530036768">https://www.facebook.com/UNinTajikistan/posts/3966816530036768</a>;</li> <li>-<a href="https://www.facebook.com/media/set/?vanity=UNinTajikistan&amp;set=a.3809980622387027">https://www.facebook.com/media/set/?vanity=UNinTajikistan&amp;set=a.3809980622387027</a>;</li> <li>-<a href="https://www.facebook.com/tajikistan.unfpa.org/videos/1247559678685915">https://www.facebook.com/tajikistan.unfpa.org/videos/1247559678685915</a>;</li> <li>-<a href="https://www.facebook.com/UNinTajikistan/photos/3988951367823284">https://www.facebook.com/UNinTajikistan/photos/3988951367823284</a>;</li> <li>-<a href="https://www.facebook.com/shams.tjk/photos/a.235715580635921/432492250958252/">https://www.facebook.com/shams.tjk/photos/a.235715580635921/432492250958252/</a>.</li> </ul>		

INDICATOR 2.3: UNDAF MONITORING AND EVALUATION MEASURES PROGRESS AGAINST PLANNED GENDER EQUALITY RESULTS		
Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
Meets <b>one</b> of the following: <b>a)</b> UNDAF Results Matrix data for gender-sensitive indicators gathered as planned. <b>b)</b> UNDAF reviews/ evaluations assess progress against gender-specific results.	Meets <b>two</b> of the following: <b>a)</b> UNDAF Results Matrix data for gender-sensitive indicators gathered as planned. <b>b)</b> UNDAF reviews/ evaluations assess progress against gender-specific results. <b>c)</b> The M&E Group or equivalent has received technical training on gender-sensitive M&E at least once during the current UNDAF cycle.	Meets <b>all</b> of the following: <b>a)</b> UNDAF Results Matrix data for gender-sensitive indicators gathered as planned. <b>b)</b> UNDAF reviews/ evaluations assess progress against gender-specific results. <b>c)</b> The M&E Group or equivalent has received technical training on gender-sensitive M&E at least once during the current UNDAF cycle.
<b>Score: Exceeds minimum requirements</b>		
<b>Findings and explanation:</b> <p>a) The UNDAF included a M&amp;E plan for the period 2016-2020 as the new JWP was approved in April 2021. Data on each indicator have been systematically collected and analyzed. Besides that, current UNDAF was evaluated during the mid-review in July, 2018 and the recommendations for improvement of the Result Matrix were undertaken in 2019. The report dated April 12, 2019 under the title of “A strengthened Result Framework for the UNDAF Tajikistan” states that the RRF was made much stronger by setting high quality and measurable UNDAF outcome indicators, which enabled UN system to monitor and report more effectively and tell a more coherent UN contribution to development as well as made it more gender-sensitive by using more sex-disaggregated indicators.</p> <p>b) The UNDAF mid-term evaluation report 2018 and the final UNDAF evaluation conducted in July 2021 have sufficiently assessed progress against gender specific results. One of the conclusions of the UNDAF final report states that the “twin-track approach under UNDAF 2016- 2022 has contributed to mainstream gender and intersectionality more effectively, as well as design and implement different actions to empower women, men, girls and boys with different vulnerability needs in Tajikistan. Coordination and cooperation among the UN Agencies through the Results Group planning and implementation of Joint Work Plans (JWP) additionally contributed to effective gender mainstreaming and achievement of results”. To further improve gender mainstreaming, the joint steering committee meeting on July 28<sup>th</sup>, 2021 recommended that “UNCT should intensify its normative work as one of UN comparative advantages and further strengthen gender mainstreaming across UNDAF outcomes”. Two key actions were identified to maximize performance of UNCT in this area: 4.1. Develop a costed gender strategy and action plan for UNCT Tajikistan in alignment with UNCT-SWAP scorecard and UNDAF/CF priorities and the “Women and Men in Tajikistan” statistical publication. 4.2. Intensify the work of UN GTG in UNDAF/CF planning, implementation and reporting processes.</p> <p>c) In December 2017, a training on “UNDAF gender-responsive M&amp;E and its linkages to NDS, MDTP and SDGs” was organized by the joint GTG-RCO-M&amp;E task force for UN agencies M&amp;E focal points and UN partner government agencies representatives with the objective to identify and bridge existing gaps in UNDAF M&amp;E system in Tajikistan. In addition, a technical training on gender-sensitive M&amp;E was conducted for UNCT members during the UNCT retreat, 2018. Actions in the near future in this regard should be aimed at retraining the M&amp;E focal points, while training M&amp;E staff who have joined the UN in recent years.</p>		
<b>Evidence or means of verification:</b> <ul style="list-style-type: none"> <li>- UNDAF mid-term evaluation report, July 2018;</li> <li>- A strengthened Result Framework of the UNDAF for Tajikistan’s final report, April 2019;</li> <li>- Final evaluation report of the integrated UN programme for Tajikistan – UNDAF 2016-2022 for Tajikistan, July 2021;</li> <li>- Document of the JSC meeting on July 28<sup>th</sup>, 2021;</li> <li>- Training program on “UNDAF gender-responsive M&amp;E and its linkages to NDS, MDTP and SDGs”, addressed at UN agencies M&amp;E focal points and UN partner government agencies representatives, December 2017;</li> <li>- Report of UNCT retreat, March 2018, and presentation on GEM in MPTF GM.</li> </ul>		



### 3. PARTNERSHIPS

INDICATOR 3.1: UNCT COLLABORATES AND ENGAGES WITH GOVERNMENT ON GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN		
Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
<p><b>a)</b> The UNCT has collaborated with <b>at least one</b> government agency on a joint initiative that fosters gender equality within the current UNDAF cycle.</p>	<p>Meets <b>two</b> of the following:</p> <p><b>a)</b> The UNCT has collaborated with <b>at least two</b> government agencies on a joint initiative that fosters gender equality within the current UNDAF cycle.</p> <p><b>b)</b> The National Women's Machinery participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&amp;E.</p> <p><b>c)</b> The UNCT has made <b>at least one</b> contribution to substantively strengthen Government participation and engagement in gender-related SDGs localization and/or implementation.</p>	<p>Meets <b>all</b> of the following:</p> <p><b>a)</b> The UNCT has collaborated with <b>at least two</b> government agencies on a joint initiative that fosters gender equality within the current UNDAF cycle.</p> <p><b>b)</b> The National Women's Machinery participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&amp;E.</p> <p><b>c)</b> The UNCT has made <b>at least one</b> contribution to substantively strengthen Government participation and engagement in gender-related SDGs localization and/or implementation.</p>
Score: Exceeds Minimum Requirements		
<p><b>Findings and explanation:</b></p> <p>a) The UN system has collaborated with several government agencies on joint initiatives to promote gender equality during the programming cycle 2016-2022:</p> <ul style="list-style-type: none"> <li>UN Agencies (UNFPA, UN Women, UNICEF, UNDP, UNHCR) within the framework of the joint project on Support to Civil Registration Reform in Tajikistan (2016-2019), in cooperation with the Ministry of Justice, established free legal aid centers that help people, in particular rural women, in remote areas regain power to practice their rights.</li> <li>The UN (UNDP, UNFPA, UNICEF, UN Women), in cooperation with the Government of Tajikistan, represented by the Committee on Women and Family Affairs, have launched the EU/UN Joint Initiative "Spotlight Programme" (January 2020 - December 2022), aimed at preventing violence against women and girls. Throughout the design of the Spotlight Initiative, the Government (line ministries/committee) were closely engaged in country analysis, strategic prioritization, formulation and implementation of the Spotlight Programme Document. Within this project, the Recipient UN Organizations (RUNOs) cooperated with the Ministry of Health and Social Protection of the Population of RT on creation of 10 new support rooms for the survivors of GBV within maternity houses. The SPT developed a practical localized GBV case-management system, which encompassed and integrated services of Victim support centers, run by NGOs (incl. crisis centers, shelters, partial services); support centers, run by the state bodies (such as victim support rooms under the MoHSPP); Child protection bodies (members of the Commission on the protection of the rights of a child); Legal services by MoJ and other actors for provision of legal services, Local branches of the MoJ; Judiciary organs (courts); Departments of the Committee on women and family affairs; Independent Commissions and Oversight Bodies – Ombudsman's Office, Ombudsman for Child Rights; Public initiative bodies/ Community Councils (including community/mahalla leaders, imams, others). The scheme was successfully piloted during the COVID-19 pandemic.</li> <li>Within the Spotlight Initiative project, the UN, through UNDP, supported the functioning of Hotline 1313 that operates under the Committee on Women and Family Affairs to provide free psychological, legal and referral consultations to victims of violence in Tajikistan in 2020. In 2020, the UN rendered expert support to Ministry of Economic Development and Trade of RT in provision of gender analysis and gender-sensitive recommendations for Mid-Term Development Programme for 2021-2025.</li> <li>The National Strategy for the Development of Statistics for the period up to 2030 was developed by the GoT with the support from UNCT. The Strategy is fully aligned with the SDG agenda and has a special Gender Statistics Chapter. Among other priorities, it states: considering the implementation of gender goals of NSD and SDG almost in all fields and areas, it is necessary to improve and perfect the mechanisms not only with Committee of Women, Ministry of Education and Science of the Republic of Tajikistan, Ministry of Health and Social Protection of the Republic of Tajikistan, but also with the Agency of State Service under the President of the Republic of Tajikistan,</li> </ul>		

Ministry of Interior Affairs and other producers of information. As an institutional mechanism, it is important to establish inter-departmental gender work group with experts from ministries and department and also regularly holding consultancy meetings about provision and collection of gender indicators.

- The extended GTG, in collaboration with the Women's Committee, arranged joint events on the 16 Days of Activism against Gender-Based Violence in years 2019 and 2020.

b) The National Women's Machinery (Government, line ministries, parliament social committee) has participated in the UNDAF TJK consultations, such as CCA, UNDAF development, RRF revision, JWPs formulation, UNDAF evaluation and reporting. At the level of outcomes, the Result Groups (RG), co-chaired by the Line Ministry and a Head of UN Agency, are in place to ensure coordinated implementation of activities. The Committee on Women and Family Affairs under the Government of the Republic of Tajikistan is member of the RG for outcome 2 (Sustainable and equitable economic development) and Chair of the RG for outcome 5 (Inclusion and empowerment of vulnerable groups). However, due to frequent turn-over of state officials and changes in its composition, including lack of RBM/M&E capacities and institutional memory within the state entities, its contribution to the strategic prioritization and monitoring has not always been visible/significant.

c) UNCT has contributed to strengthen Government participation and engagement in gender-related SDGs localization and/or implementation in the framework of the JP on Financing SDGs in Tajikistan (July 2020-December 2022), implemented by UNICEF, UNDP, UN Women and led by UNICEF, which is scored as "making a significant contribution to gender equality and/or the empowerment of women and girls". In addition, in December 2017, UN partners Government Agencies representatives received 2 trainings on "Introduction to SDG, NDS and UNDAF Monitoring Framework and gender-responsive M&E approach" and "UNDAF gender-responsive M&E and its linkages to NDS, MDTP and SDGs", to improve basic M&E systems design and management skills among national UNDAF M&E partners in Tajikistan. Further, the government engagement was strengthened during the revision of UNDAF RRF and the integration of gender-responsive and gender-sensitive indicators in 2019 (validation workshop) as well as during formulation of UNCT report on UPR recommendations and CEDAW report.

UNCT assisted RT in final evaluation of the MTDP 2020 and developing the new MTDP 2025 from the gender lens. Thematic consultations guided members of the WGs, local experts and stakeholders on gender-related SDGs and on interconnections and synergies among SDGs. The gender analysis of the draft MTDP 2025, presented to the GoT, made it possible the inclusion of several important gender interventions in the final version of the document (GRB as an example).

#### **Evidence or means of verification:**

- Minutes of the Parliament Committee on Social Issues meeting on review of Law of Tajikistan on prevention of domestic violence, 19 March 2013, № 954, with participation of RC, RUNOs and EU Ambassador;
- JP Prodoc on Support to Civil Registration Reform in Tajikistan, Phase 1, 2016-2019, endorsed in 2015;
- Spotlight Programme in Tajikistan, implementation period: January 2020 - December 2022;
- JP Prodoc on Financing SDGs in Tajikistan, July 2020-December 2022, endorsed 2020;
- Revised Tajikistan UNDAF RRF, June 2019;
- UN Women 16 days of activism reports 2019 and 2020;
- Data publication "Women and Men in the Republic of Tajikistan", August 2021;
- Country Gender brief assessment report 2021;
- Minutes of the Spotlight Initiative launch/endorsement by Spotlight Joint Steering Committee;
- Training program on "Introduction to SDG, NDS and UNDAF Monitoring Framework and gender-responsive M&E approach", addressed at Government agencies representatives, December 2017;
- Training program on "UNDAF gender-responsive M&E and its linkages to NDS, MDTP and SDGs", addressed at UN agencies M&E focal points and UN partner government agencies representatives, December 2017;
- List of recommendations from GoT bodies UNDAF;
- Presentation by local expert on gender analysis of the MTDP 2025.

INDICATOR 3.2: UNCT COLLABORATES AND ENGAGES WITH WOMEN'S/GENDER EQUALITY CSO		
Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
The <b>UNCT</b> has collaborated with <b>GEWE CSO</b> and women's rights advocates on <b>at least one</b> joint initiative that fosters gender equality and empowerment of women within the current UNDAF cycle.	Meets <b>two</b> of the following: <b>a)</b> The <b>UNCT</b> has collaborated with GEWE CSO and women's rights advocates on <b>at least two</b> joint initiatives that foster gender equality and empowerment of women within the current UNDAF cycle. <b>b)</b> GEWE CSO participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&E. <b>c)</b> The UNCT has made <b>at least one</b> contribution to substantively strengthen GEWE CSO participation and engagement in gender-related SDGs localization or implementation.	Meets <b>all</b> of the following: <b>a)</b> The <b>UNCT</b> has collaborated with GEWE CSO and women's rights advocates on <b>at least two</b> joint initiatives that foster gender equality and empowerment of women within the current UNDAF cycle. <b>b)</b> GEWE CSO participates in UNDAF consultations: country analysis, strategic prioritization, implementation, M&E. <b>c)</b> The UNCT has made <b>at least one</b> contribution to substantively strengthen GEWE CSO participation and engagement in gender-related SDGs localization and/or implementation.
<b>Score: Exceeds minimum requirements</b>		
<p><b>Findings and explanation:</b></p> <p>a) The UNCT has collaborated with GEWE CSO and women's rights advocates on several joint initiatives that foster gender equality and empowerment of women within the current UNDAF cycle 2016-2022, as follows:</p> <ul style="list-style-type: none"> <li>▪ UNCT has collaborated with the NGO Coalition of the Republic of Tajikistan "From Equality de jure to Equality de facto" in a joint initiative to monitor the progress of the Republic of Tajikistan in implementation of the Beijing PoA and further promote gender equality: in addition to the formal Government report, Coalition developed an alternative Beijing +25 report to highlight the progress and existing gaps from the civil society lens. The report was submitted along with the State report, shared with the Government of Tajikistan, and presented at the Regional Review of the B+25 progress.</li> <li>▪ Within the framework of GEWE related initiative namely Spotlight Initiative project, Coalition "From Equality de jure to Equality de facto" participated in the national consultations, provided substantial contribution to the design of the Programme; the National Civil Society Reference Group (CSRG) has been established at the country and the regional level, and has been instrumental in Programme oversight. Additionally, members of the Coalition have been selected as Responsible (implementing) partners for a relevant Pillars of the Programme (2020-2022).</li> <li>▪ CSOs have been involved in joint communication activities such as the 16 Days Campaign against GBV (years 2019 and 2020) and UN75 campaign.</li> <li>▪ GEWE CSOs were instrumental in designing and implementation of UNCT COVID-19 interventions (April-October 2020) and contributed to the dialogue with the Government: GTG has conducted CSO consultations to obtain firsthand information and learn about needs of the rural and urban population in COVID-19. Based on the CSO recommendations, gender-sensitive COVID-19 recommendations for the Government of Tajikistan were developed and presented.</li> </ul> <p>b) GEWE CSOs actively participated in the UNDAF cycle 2016-2022 and contributed to country analysis, and strategic prioritization. Besides, some of them are involved in UNDAF implementation activities, mainly regarding Joint Programmes and advocacy around CEDAW, Beijing +25, and UPR reports. They were among key contributors to the final UNDAF 2016-2022 evaluation. Notably, in December 2020, SLI CSRG and GEWE CSOs strongly called on the Government of Tajikistan to strengthen measures on addressing the increasing VAWG and prompt approval the Spotlight Programme.</p> <p>The CCA 2021 based mainly on credible secondary sources of evidence and analytical material, including UN thematic analysis, and global and regional reports. Notably, among those credible sources were the Alternative CEDAW Report of the Coalition of Non-Governmental Organizations of the Republic of Tajikistan "From Equality de jure to Equality de facto" (2018), Shadow Report on Implementation of CEDAW in relation to women living with HIV (NGO Women living with HIV (2018); Baseline Study on Inclusion of Reproductive and Sexual Rights of Persons with Disabilities to National Laws, Policies and Plans by League of Women with Disabilities "Ishtirok" (2020).</p> <p>d) UNCT has made a contribution to strongly strengthen the participation and engagement of women's rights and CSOs in the localization and/or implementation of gender-related SDGs. In 2018, within the framework of public monitoring of the SDG implementation in Tajikistan, the CSO Coalition "From legal equality to de facto equality", with the support of UNCT,</p>		



implemented a project on "Gender Review of the National Report on the Implementation of the National Development Strategy 2030 and the Medium-Term Development Program 2016-2020 in the context of the SDGs". In order to increase capacities of the civil society to participate in the process of developing a national review / report on the implementation of gender-sensitive SDGs in the Republic of Tajikistan, UNCT supported a 3-day training in 2017. Then, in 2018, a gender review of the National Reports and recommendations were prepared, presented, and discussed with the participation of government agencies and CSOs.

In spite of the results of above assessment, it should be noted that there is still room for improvement in relation to this indicator 3.2. As pointed out in UNDAF evaluation: *"at the current stage of development of systems, structures and capacities of the authorities within three branches of power, it is important to consider and provide a longer-term and needs-based capacity development assistance. Especially important remains to continue work on the development of capacity for policy making and implementation in Tajikistan"*.

*"The role of the national stakeholders in the implementation of UNDAF could not be overstated. It is recommended to enhance and ensure genuine involvement of national partners in all activities, from planning to implementation of interventions within UNDAF". "UNCT in partnership with the national stakeholders should prepare clear and practical sustainability strategy under all outcomes and perform regular analysis of risks and assumptions"*.

The final Evaluation Management Response of August 13, 2021, recommended 2 key actions for implementation from September 2021-June 2023, as follows:

- Develop a sustainability strategy for the new CF based on the analyses of risks and assumptions, stakeholder engagement and existing governance and implementation;
- Engage CSOs across main functional areas to support their role in policy-making processes and delivery of public services (e.g. dialogue platforms, capacity building interventions and involvement in CF processes).

In addition, some of the recommendations highlighted in the Summary of UNDAF Evaluation findings, conclusions, and recommendations mapping are as follows:

- The FET recommends to develop a sound approach to measure capacity development across all priority areas and assess impact of these enhanced capacities.

The FET recommends UNCT to expand its partnership with CSOs, to strengthen their capacities across main functional areas, while engaging them in policy-making processes and delivery of public services. Also, it is recommended to strengthen the watchdog role of the CSOs for competent monitoring of development processes, policies, and strategies thus competently involve in the implementation of the SDG related priorities.

#### **Evidence or means of verification:**

- Alternative Beijing +25 report by Coalition "From Equality de jure to Equality de facto", Dushanbe 2019;
- Alternative CEDAW report by Coalition;
- Alternative CEDAW report by Tajikistan Network of Women living with HIV/AIDS + WLWH, 2020;
- National Action Plan CEDAW for 2019-2022, 2020;
- Spotlight Project Document, July 2020-December 2022 implementation period;
- TOR of National CSRG and membership, 2020;
- Joint CSO appeal on VAWG and Spotlight;
- PPT on 16 Days of activism to end VAWG, November 2020;
- PPT on CSO virtual consultations on COVID-19 response from a gender perspective: April and Jun 2020;
- List of CSO participants in UNDAF final evaluation consultations, 2021;
- List of CSOs engaged in UNDAF 2016-2022;
- List of UN75 Online Dialogues in Tajikistan, including the one with CSO, July-October 2020;
- List of UN and CSO participants for UNDAF JSC meeting, 2018;
- List of participants in UNDAF evaluation's consultant meetings for the development of UNDAF 2016-2022, July 2015;
- Training program on SDG and gender analysis for Coalition, November 2017;
- UNDAF Evaluation Management response approved by UNCT and the Government of Tajikistan and Summary of major findings, conclusions and recommendations, August 2021.

#### 4. LEADERSHIP AND ORGANIZATIONAL CULTURE

INDICATOR 4.1: UNCT LEADERSHIP IS COMMITTED TO CHAMPIONING GENDER EQUALITY		
Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
<p>Meets <b>2</b> of the following:</p> <p><b>a)</b> Gender equality is a regular topic of discussion in HOA meetings during the last 12 months;</p> <p><b>b)</b> RC demonstrates public championing of gender equality during the last 12 months;</p> <p><b>c)</b> HOAs are seen by personnel as committed to gender equality in the workplace during the last 12 months;</p> <p><b>d)</b> Gender equality is reflected in the Assessment of Results and Competencies (ARC) of UNCTs during the last 12 months.</p>	<p>Meets <b>3</b> of the following:</p> <p><b>a)</b> Gender equality is a regular topic of discussion in HOA meetings during the last 12 months;</p> <p><b>b)</b> RC demonstrates public championing of gender equality during the last 12 months;</p> <p><b>c)</b> HOAs are seen by personnel as committed to gender equality in the workplace during the last 12 months;</p> <p><b>d)</b> Gender equality is reflected in the Assessment of Results and Competencies (ARC) of UNCTs during the last 12 months.</p>	<p>Meets <b>all 4</b> of the following:</p> <p><b>a)</b> Gender equality is a regular topic of discussion in HOA meetings during the last 12 months;</p> <p><b>b)</b> RC demonstrates public championing of gender equality during the last 12 months;</p> <p><b>c)</b> HOAs are seen by personnel as committed to gender equality in the workplace during the last 12 months;</p> <p><b>d)</b> Gender equality is reflected in the Assessment of Results and Competencies (ARC)</p>
<p><b>Score: Exceeds minimum requirements</b></p>		
<p><b>Findings and explanation:</b></p> <p>a) Over the last 12 months, gender equality was an agenda point of substantive discussion of 4 standard UNCT meetings and one special UNCT session on gender. In 2020-2021, UNCT has taken important decisions on developing Country Gender Equality Brief, conducting a Comprehensive Gender Scorecard exercise, and received an extensive briefing on integrating GEWE in UNSDCF development process. Gender was identified as the standing topic of the COVID 19 Response Group meetings, and regular update was provided. Gender issues and COVID-19 implications were particularly emphasized in the paper prepared for RMR 2020, submitted to UN Operations and Crisis Centre. The Country Gender Equality Brief, endorsed by UNCT, has a specific reference to COVID-19 situation. Additionally, gender issues and COVID-19 implications were discussed through the prism of UNCT UPR and CEDAW submissions in 2021.</p> <p>b) Over the last 12 months, the RC demonstrated strong commitment to gender equality through public championing at events and programmes. At least 10 speeches made by the RC over the past 12 months included references to GEWE and/or as to how the UNCT is promoting GEWE. However, total number of RC speeches made last year could not be traced.</p> <p>c) As part of the scorecard exercise, a survey was launched for UN staff on organizational culture with a sub-set of the survey focusing on staff perceptions on gender equality in the workplace on areas such as the equal representation of women and men at all levels, UNCT commitment to gender equality, etc. This survey, completed by over 200 staff members, revealed a positive and encouraging perception by staff members that HOAs are at the fore of gender equality in the workplace. According to the results of the survey, over 80% of staff, either strongly agree or agree with the question on the organizational culture survey: "Heads of Agencies in this UNCT demonstrate leadership and commitment to gender equality in the workplace".</p> <p>d) in November 2020, the DCO Director and R-UNSDG Chair jointly rated the 2019 UNCT performance appraisal as <b>Successfully meets performance expectations</b>. They noted: UNCT has performed well under difficult circumstances including operating with an RC ai. for 14 months. The team is inclusive and engages systematically agencies without a physical presence. There is good attention to gender issues and progress on Gender SWAP action, and strong joint programming focus including the Spotlight initiative, but also on youth, prevention of violent extremism and migration. The vulnerability atlas is special achievement which is also well recognized by the Government.</p>		
<p><b>Evidence or means of verification:</b></p> <ul style="list-style-type: none"> <li>- Agenda of UNCT regular meetings (including gender topics) and the special gender session during the last 12 months;</li> <li>- Presentation of results and recommendations of the COVID-19 consultations with CSOs, Jun 2020;</li> <li>- Presentation on Addressing VAWG during the COVID-19 pandemic in Tajikistan, October 2020;</li> <li>- Presentation on the Rapid Gender Assessment (RGA) during COVID-19 pandemic in Tajikistan, October 2020;</li> <li>- COVID-19 GTG PPT for UNCT on 16Days campaign 2020: "Orange the World: Fund, Respond, Prevent, Collect!", Dec 2020;</li> <li>- 10 gender-related public speeches made by the RC over the last 12 months;</li> <li>- Survey of UN staff on the perception of the organizational environment concerning the promotion of gender equality;</li> <li>- UNCT performance appraisal/assessment report 2019.</li> </ul>		

<b>INDICATOR 4.2: ORGANIZATIONAL CULTURE FULLY SUPPORTS PROMOTION OF GEWE</b>		
<b>Approaches Minimum Requirements</b>	<b>Meets Minimum Requirements</b>	<b>Exceeds Minimum Requirements</b>
Survey results of personnel perception of organizational environment for the promotion of gender equality scored a positive rating of 50-64 percent.	Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of 65-80 percent.	Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of over 80 percent.
<b>Score: Meets Minimum Requirements</b>		
<p><b>Findings and explanation:</b></p> <p>The survey was sent to all HOAs with instructions to distribute to all personnel. The survey results of personnel perception of the organizational culture for promotion of gender equality was completed by 209 personnel, 89% of respondents being national personnel and 11% international personnel. The job of 39.23% of respondents included personnel with supervisory functions. In total, 44.98% of respondents were women, 55% men. This finding is important, concluding that men have participated in the survey to a greater extent than women, given the fact that male staff is more than female.</p> <p>The results of the survey scored an overall positive average score of 76.9%, placing UNCT in the rank of meeting minimum standards (65%) for all 10 questions out of which 2 questions related to perception of heads of agencies' leadership and commitment to gender equality and the UN system's effort to achieve an equal representation of women and men at all levels of the organization were rated the highest at 81.6%, exceeding the minimum standards, and the remaining 8 questions that deal with work-life balance, equally treatment of personnel, and protection of personal safety and security were rated above 65% fulfilling the minimum standards. The score for perception of UN personnel commitment to gender equality in the workplace and UN system procedure to prevent and address sexual harassment, exploitation and abuse of authority was also high with 79%. Work-life balance and equally treatment of personnel were at 77%.</p> <p>Nevertheless, there are significant differences between the proportion of positive responses expressed by female and male staff. The results of the male's survey show an average positive score of 80.04% (slightly above 80%) across all the 10 questions addressing issues of work- life balance, equally treatment of personnel, and protection of personal safety and security, while the average positive score for female is only 73.5%. across all the 10 questions Thus, if only positive responses from male staff were considered, the UNCT would exceed minimum standards, whereas if only female staff were considered, the UNCT would meet minimum standards.</p> <p>Worth to mention that responses of male staff in almost all the questions were scored higher in compare with female staff. Out of male responses the questions on UN system procedure to prevent and address sexual harassment, exploitation and abuse of authority, perception of heads of agencies' leadership and commitment to gender equality, perception of UN personnel commitment to gender equality in the workplace, facilitation by UN system the equal participation of both women and men at all levels of the organization, equally treatment of personnel irrespective of sex, gender identity or sexual orientation and adequate procedure by UN system to prevent and address sexual harassment, exploitation and abuse of authority were rated above 80%. The question on adequate procedure by UN system to prevent and address sexual harassment, exploitation and abuse of authority received the highest score of 87.74%. The question on perception of heads of agencies' support to establish an adequate relationship between work life and home life received the lowest score of 71.29% with negative response of 4.63%.</p> <p>Out of female responses the questions on UN system procedure to prevent and address sexual harassment, exploitation and abuse of authority, perception of heads of agencies' leadership and commitment to gender equality and perception of UN personnel commitment to gender equality in the workplace received the highest score of 78%. The remaining questions on perception of UN personnel on equally treatment of personnel irrespective of sex, gender identity or sexual orientation, adequate procedure by UN system to protect personal safety and security of the personnel, facilitation by UN system the equal participation of both women and men at all levels of the organization, adequate procedure by UN system to prevent and address sexual harassment, exploitation and abuse of authority and support staff to achieve adequate work-life balance by providing package of entitlements were rated above 70%. However, the question on perception of heads of agencies' support to establish an adequate relationship between work life and home life received the lowest score of 61.7% with negative response of 6.38% not reaching the minimum standard.</p>		
<p><b>Evidence or means of verification:</b></p> <p>- Survey results of personnel perception of organizational environment for the promotion of gender equality. 209 responses (94 female and 115 male) out of a total of 420 staff; confidence interval of 7.5).</p>		

INDICATOR 4.3: GENDER PARITY IN STAFFING IS ACHIEVED		
Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
a) The UNCT has in place a mechanism for monitoring gender parity in staffing that is regularly used to monitor parity levels for General Service staff and all professional levels.	Approaches minimum requirements <b>and</b> b) The UNCT can demonstrate positive trends towards achieving parity commitments.	Meets minimum requirements <b>and</b> c) The Business Operations Strategy (BOS) includes gender-specific actions and indicators in at least one Business Operation Area to foster gender equality and the empowerment of women.
<b>Score: Exceeds minimum requirements</b>		
<p><b>Findings and explanation:</b></p> <p>a) The UNCT has in place a gender parity table in which gender-disaggregated staffing data for all staff categories are being collected on an annual basis. In this way, gender-disaggregated data has been collected for personnel in 2019, 2020 and 2021, being utilized for monitoring purposes, so criterion a) is met. Even so, work is in progress in order to articulate this table as part of the OMT internal procedures to inform UN processes and decision making at UNCT leadership level.</p> <p>b) The UNCT consolidated sex-disaggregated staffing data analysis showed that the representation of women overall is low, with an overall representation rate of 36% for women, compared to 64% for men. A more in-depth analysis of the consolidated gender-disaggregated data on UNCT staffing shows that:</p> <ul style="list-style-type: none"> <li>Concerning the international professional staff at P1-D2 levels, overall women's representation rate is higher: it is 54% compared to 46% for men, especially the highest rate is at the most senior level D2 with 2 women (100%) compared to 0 man, P2 level with 1 woman (100%) compared to 0 man and P4 level with 7 women (64%) compared to 4 men (36%). In contrary, representation rate for women in other levels P3, P5 and D1 is lower. At P3 level, the representation rate for women is 43% (3 women) compared to 57% (4 men) for men; for P5 level, the representation rate for women is 33% (2 women) compared to 67% (4 men) for men and for D1 level, the representation rate for women is 0% (no woman) compared to 100% for men (1 man).</li> <li>Concerning national professional staff-national officer category at NOA-NOD levels, overall women have a representation rate of 46%, compared to 54% for men. It is worth mentioning that the only professional category that has more representation of women than men is NOD level (the most senior level), with 1 woman compared to 0 man. Representation of women at the NOA and NOB level is 47% and 48% respectively while for NOC level it is only 36% of women's representation.</li> <li>Concerning the general service category at G1-G7 level it is observed that women's representation is overall low. Overall women's representation rate in this category is 39% compared to 61% men. There is a significant disparity at the G2 to G3 level with no women representation at all compared to 20 men (100%) for G2 level and 4 men (100%) for G3 level accordingly. This can be explained by the fact that the driver position that mainly belongs to this level is traditionally perceived as reserved for men job. Women are mainly represented at G5 level and G7 levels. It is 11 women (73%) compared to 4 men (27%) at G5 level and 7 women (58%) compared to 5 men (42%) at G7 level.</li> <li>Concerning the project personnel on SC, LICA and PSA contracts, overall women have a very low representation rate, it is 28% of women representation compared to 72% men. The highest disparity is found at the SB1 level with only 5 women (9%) compared to 53 men (91%). This can be explained by the fact that the driver position that belongs to this level is traditionally perceived as reserved for men job. And the second lowest rate of women representation is found at the SB5 level with only one woman (12.5%) compared to 7 men (87.5%).</li> <li>Concerning the UNV modality the women's representation is at 100 % as out of total 4 UNVs all of them are women.</li> </ul> <p>Positive trends are observed during the 2019-2021 period. There has been an increase in the representation of female staff, from 32.8% to 36%. It should be noted that there has also been an increase in the percentage of women occupying decision-making positions, from 38,6% to 42,5%. In particular, this increase of percentage in positions of responsibility is seen mainly at the D2 and P5 categories, although in general, the number of women (17) in senior level position remains unchanged. The senior SB5 category shows a decrease in male staff, although the number of female staff remains unchanged.</p>		

It should be noted that achieving gender parity in staffing remains a challenge in Tajikistan, but not because of any lack of effort on the part of the UNCT, but because of the poor labor market and the particularities of the national workforce. For certain jobs, despite of wide dissemination of the vacancies and re-announcing the positions for several times, no women's applications are received.

c) The Business Operation Strategy 2020-2024 was developed for the first time for Tajikistan with the five (5) Common BOS Outcome Areas of Procurement, Human Resources, ICT, General Administration and Logistics and Finance, with the main aim of reducing transactional costs, harnessing economies of scale, enhancing the quality of service and transparency in reporting and performance information. Gender-specific actions and indicators are nuanced under the Human Resource outcome area of the BOS, where there is a commitment to build the capacity of UN personnel and enhance their knowledge on gender issues and help them in career advancement. The other common service line was related to harmonization of Prevention of Sexual Exploitation and Abuse (PSEA) efforts in all recruitments and contracting to achieve PSEA zero tolerance target and contribute to enhanced UN reputation. All these measures in the long term could contribute to foster gender equality and women's empowerment.

**Evidence or means of verification:**

- Consolidated and sex-disaggregated staffing data (gender parity table) from WFP, FAO, UN Women, UNFPA, WHO, ILO, UNAIDS, RCO, UNDP, UNODC, IOM, UNHCR, UNICEF, UNOCHA, OHCHR, ITC and UNRCCA for years 2019, 2020 and 2021.
- Business Operation Strategy 2020-2024, UN system.

## 5. GENDER ARCHITECTURE AND CAPACITIES

INDICATOR 5.1: GENDER COORDINATION MECHANISM IS EMPOWERED TO INFLUENCE THE UNCT FOR GEWE		
Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
Meets <b>2</b> of the following: <b>a)</b> A coordination mechanism for gender equality is chaired by a HOA; <b>b)</b> The group has a TOR and an approved annual work plan; <b>c)</b> Members include at least 50% senior staff (P4 and above; NOC and above); <b>d)</b> The group has made substantive input into the UNDAF including the country analysis, strategic prioritization, results framework and M&E.	Meets <b>3</b> of the following: <b>a)</b> A coordination mechanism for gender equality is chaired by a HOA; <b>b)</b> The group has a TOR and an approved annual work plan; <b>c)</b> Members include at least 50% senior staff (P4 and above; NOC and above); <b>d)</b> The group has made substantive input into the UNDAF including the country analysis, strategic prioritization, results framework and M&E.	Meets <b>all 4</b> of the following: <b>a)</b> A coordination mechanism for gender equality is chaired by a HOA; <b>b)</b> The group has a TOR and an approved annual work plan; <b>c)</b> Members include at least 50% senior staff (P4 and above; NOC and above); <b>d)</b> The group has made substantive input into the UNDAF including the country analysis, strategic prioritization, results framework and M&E.
<b>Score: Meets minimum requirements</b>		
<b>Findings and explanation:</b> <ul style="list-style-type: none"> <li>➤ UN Gender Theme Group (UN GTG) in Tajikistan is an interagency network on gender and development which serves as a coordination mechanism for GEWE. UN GTG is chaired by UN Women Country Programme Manager (NO-D), Dr. Aziza Hamidova, who is de-facto Head of Agency.</li> <li>➤ UN GTG's activities are implemented in accordance with TOR which provides detailed information on the background, purpose, responsibilities, composition and roles of GTG members. On annual basis, UN GTG Group implements its activities in accordance with the annual approved Work Plan. The group meets on a quarterly basis.</li> <li>➤ UN GTG is composed of 30 members from 17 UN Agencies. Only 8 members are at P4/NOC or higher level which is equivalent to 27%.</li> </ul> <p>d) The GTG provided substantive input into the UNDAF 2016-2022 including planning, implementation and M&amp;E related documents. Detailed information is presented below:</p> <ul style="list-style-type: none"> <li>➤ The joint GTG-RCO-M&amp;E task force organized a training on "Introduction to SDG, NDS and UNDAF Monitoring Framework and gender-responsive M&amp;E approach", conducted in 2017, to build GTG-UNCT capacities as well as Government capacities in basic M&amp;E systems design and management skills as well as to identify and bridge existing gaps in UNDAF M&amp;E system in Tajikistan.</li> <li>➤ The GTG reviewed Tajikistan UNDAF 2016-2020 from gender perspective and provided a set of recommendations. These recommendations were responding to the recommendation of the UNCT SWAP Gender Scorecard 2017 to review UNDAF outcome and output indicators framework, to ensure disaggregation of as many existing indicators as possible, related to people (by sex) and households (by head of household). The Review did not look at the UNDAF JWPs. In 2018, UN Women Regional Office reviewed the UNDAF JWPs 2016-2020 and made relevant recommendations at output level. As a result, the draft document on Gender Review of Tajikistan UNDAF 2016-2020 was produced although not reviewed by RGs and UNCT.</li> <li>➤ The GTG developed joint IWD messages 2021, which were circulated among UN agencies for further use during the campaign.</li> <li>➤ The GTG conducted COVID-19 consultations with local CSOs in 2020 to obtain first-hand information about the situation in the field, identify major priorities and needs, and develop specific messages and recommendations to the GoT on COVID-19 response. Further CSO recommendations were reflected in ISEF and joint MPTF programs by UN in Tajikistan.</li> </ul>		

- The GTG presented the concept paper on the 16 Days campaign to UNCT to better inform and facilitate joint planning for the 2020 campaign. The 2020 16 Days campaign had introduced many innovations and non-traditional interventions.
- In March 2020 the GTG conducted a joint PSEA and code of conduct session for the agency focal points. Outcomes of the campaign were reported back to the UNCT and later to the UNCT PSEA task force.
- Four thematic sessions on specific topics (WEE, SRHR, Women and Agriculture, and Women's Political Participation) with UN, stakeholders, and experts were conducted by GTG in 2019, as shown in GTG minutes of meeting (April 2019).
- GTG reviewed and commented the CEDAW alternative (shadow) submission by UNCT prior to its presentation to HOA, as shown in GTG minutes of meeting (February 2018).
- GTG aligned 16 Days campaign activities with the UNCT 30 days Human Rights campaign in 2018.
- The GTG was identified as the main body to monitor SWAP gender action plan implementation. Its Chair has regularly reported to UNCT on progress achieved, as shown in PPT on various years.
- The GTG developed the Gender Related Projects Matrix in 2017 that served as the reference to development of joint projects.
- The GTG jointly reviewed State CEDAW report and provided brief to UNCT, 2020.
- Special Gender Session was conducted by GTG Chair a.i. and RCO FP at the UNCT LNOB retreat in 2018.

GTG Chair regularly briefed UNCT on Beijing+25 process, CEDAW, Generation Equality processes.

**Evidence or means of verification:**

- UN GTG TOR;
- UN GTG Annual Work-Plan, 2021;
- Minutes of GTG meetings: February 2018, April 2019, Jun 2020, February 2021 and May 2021;
- UN GTG Composition, September 2021;
- Gender Review of Tajikistan UNDAF 2016-2020;
- UNCT Tajikistan Retreat, March 2018;
- 2017 Gender related Project Matrix;
- International Women's Day 2021 messages document;
- CEDAW National Report GTG, 2020;
- Training program on "Introduction to SDG, NDS and UNDAF Monitoring Framework and gender-responsive M&E approach", addressed at Government agencies representatives, December 2017;
- Training program on "UNDAF gender-responsive M&E and its linkages to NDS, MDTP and SDGs", addressed at UN agencies M&E focal points and UN partner government agencies representatives, December 2017;
- Power-Point presentation on UNCT progress on Gender Action Plan, October 2018;
- Power-Point presentation on 16 Days of Activism against Gender Based Violence, 2020;
- Power-Point presentation on CSO virtual consultations on COVID-19, April-Jun 2020.



INDICATOR 5.2: UNCT HAS ADEQUATE CAPACITIES DEVELOPED FOR GENDER MAINSTREAMING		
Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
<p><b>a)</b> At least one substantive inter-agency gender capacity development activity for UN personnel has been carried out during the past year.</p>	<p>Meets <b>2</b> of the following 3:</p> <p><b>a)</b> At least one substantive inter-agency gender capacity development activity for UN personnel has been carried out during the past year.</p> <p><b>b)</b> A capacity development plan based on an inter-agency capacity assessment is established or updated at least once per UNDAF cycle and targets are on track.</p> <p><b>c)</b> UNCT induction material includes gender equality and the empowerment of women commitments and related development challenges of the country.</p>	<p>Meets <b>all</b> of the following:</p> <p><b>a)</b> At least one substantive inter agency gender capacity development activity for UN personnel has been carried out during the past year.</p> <p><b>b)</b> A capacity development plan based on an inter-agency capacity assessment is established or updated at least once per UNDAF cycle and targets are on track.</p> <p><b>c)</b> UNCT induction material includes GEWE commitments and related development challenges of the country.</p>
<p><b>Score: Meets minimum requirements</b></p>		
<p><b>Findings and explanation:</b></p> <p>a) The following substantive interagency capacity development activities have been conducted during 2020-2021:</p> <ul style="list-style-type: none"> <li>➤ UNCT-SWAP gender equality scorecard training was conducted in August 2021 to inform participants on comprehensive UNCT-SWAP Scorecard implementation and familiarize agencies on the main processes of the assessment and timelines. Additional session was conducted in September 2021 to the Inter-Agency Assessment team explaining their role, as well as how to assess each indicator assigned to them as per the approved technical guidance.</li> <li>➤ A session on gender equality in climate change was conducted in July 2021 to UN staff. The session covered linkages between climate change and gender, some core critical points in climate change and ways to support gender action planning. The session was organized and/or held by RCO office.</li> <li>➤ Basics of gender-responsive communications training for UN staff conducted in March 2020, to strengthen the capacities of staff and assist them in integrating gender equality into the development of Communications. The training covered the issues of the main principles of gender-responsive communication, non-stereotypical way of presenting men and women and use of gender responsive language. The session was organized and/or held by UNCT.</li> <li>➤ A workshop on Integration of Gender Equality and Women's Empowerment in UNSDCF's meeting was conducted in May 2021 to discuss the issues of Gender equality and the UNSDCF, and a session on Generation Equality forum was conducted to UNCT.</li> </ul> <p>b) A capacity needs assessment was conducted in 2017. As a result, PSEA plan was developed and implementation started. The capacity development actions were included into UN GTG annual work plans as well as UNCT annual work plan. A follow up assessment was planned in 2020, but due to COVID-19 pandemic has been postponed.</p> <p>c) There is not joint induction material on gender equality and the empowerment of women in the UNCT. Nevertheless, UNDSS provides a training/session for the newcomers (international staff) with the purpose to increase awareness of security risks that may affect female personnel on safe travel/commuting, all forms of violence against women (including sexual harassment, assault and rape), cultural awareness, operations in field locations (including road movements, radio use, women's specific field issues, basic vehicle maintenance and car safety), surviving as a female hostage, residential security and office security, stress management and self-defense techniques/tips.</p>		
<p><b>Evidence or means of verification:</b></p> <ul style="list-style-type: none"> <li>- UNCT AWP 2021;</li> <li>- PPT on Gender equality in CC programmes, July 2021;</li> <li>- PPT on Gender-responsive communications, March 2020;</li> <li>- UNCT Tajikistan PSEA Action Plan 2021;</li> <li>- UN GTG Annual Work plan 2021;</li> <li>- UNCT gender meeting Agendas, May 2021;</li> <li>- PPT on UNCT-SWAP Scorecard briefing for UNCT, August 2021 and SWAP Scorecard Briefing for IAT, September 2021;</li> <li>- PPT on GEF and ACs for UNCT; PPT on Integrating GEWE in UNSDCF, and PPT on UNCT joint submission CEDAW, May 21;</li> <li>- Aide Memoire: Immediate Response to Gender-Based Security Incidents;</li> <li>- TSIF Dushanbe and DRS 2020-2021.</li> </ul>		





## 6. RESOURCES

INDICATOR 6.1: ADEQUATE RESOURCES FOR GENDER MAINSTREAMING ARE ALLOCATED AND TRACKED		
Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
a) The UNCT has carried out at least one capacity building event on the gender marker over the current UNDAF cycle.	Approaches minimum requirements <b>and</b> b) The UNCT has established and met a financial target for program allocation for Gender Equality and the Empowerment of Women.	Meets minimum requirements <b>and</b> c) The UNCT has established and exceeded a financial target for program allocation for Gender Equality and the Empowerment of Women.
<b>Score: Meets Minimum Requirements</b>		
<b>Findings and explanation:</b> <p>a) Two sessions were conducted on the gender marker over the current UNDAF cycle:</p> <ol style="list-style-type: none"> <li>1. The UNCT and GTG members participated in the UN Women RO session on SWAP in June 2020, where GEM was presented to participants and particular experience of Kyrgyzstan on introducing the gender marker was presented. An extensive presentation by UN Women RO and Kyrgyzstan office increased awareness and understanding of the UNCT and GTG on the importance of the gender marker to make the funding and results of the projects and programmes more specific, targeted, and visible. Another aim was to more effective mainstreaming GEWE in UNCT programming. This inter-agency capacity development event was not carried by UNCT itself, but it was attended by multiples agencies and focused on the gender marker.</li> <li>2. Additionally, RC requested UN Women and RCO to make a presentation on MPTF GM at ad hoc UNCT meeting in August 2020, and develop a gender marker checklist, which was later used to assess MPTF projects and other joint projects by UNCT.</li> </ol> <p>b) For joint programmes, UNCT was recommended to aim at the financial target of at least 30% of funding allocated for GEWE. A checklist COVID-19 MPTF-2 was elaborated and distributed by the RCO to UNCT in August 2020 for proposal self-assessment. The list indicated that at least 30% of total funds available must be allocated for GEWE in order the proposal to go forward. The GEM criteria were also included as well as the scoring sheet. Subsequently, in November 2020, a message was sent to UNCT by RCO sharing that the new template of UNSDCF JWP required gender equality coding next to each output activities and the UNCT Gender equality marker (GEM) Guidance note was distributed.</p> <p>Current funding of joint programmes has achieved this goal (30% for program allocation for GEWE) and work is in progress so that to exceed the financial target in future SWAP reporting.</p>		
<b>Evidence or means of verification:</b> <ul style="list-style-type: none"> <li>- List of joint programs and funding allocations as of September 2021;</li> <li>- UNDAF outcomes budget expenditure by agencies in 2016-2019;</li> <li>- Power-Point presentation on GEM in MPTF programmes, August 2020;</li> <li>- Gender Marker (GEM) checklist by UNCT and RC's message to UNCT, August 2020;</li> <li>- Message from RCO on MPTF Checklist with GEM scoring sheet, 27/08/2020;</li> <li>- Message from RCO on UNDAF/UNSDCF Gender marker coding, 23/11/2020, attaching the UNCT GEM UN INFO final draft, 23/11/2020.</li> </ul>		

## 7. RESULTS

INDICATOR 7.1: UN PROGRAMMES MAKE A SIGNIFICANT CONTRIBUTION TO GEWE IN THE COUNTRY		
Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
a) The UNCT has achieved or is on track to achieve <b>some</b> gender equality and the empowerment of women results as planned in the UNDAF outcomes in line with SDG priorities including SDG 5.	a) The UNCT has achieved or is on track to achieve <b>all</b> GEWE results as planned in the UNDAF outcomes in line with SDG priorities including SDG 5.	Meets Minimum Requirements <b>and</b> b) At least one outcome level UNDAF result has contributed to transformative change in relation to GEWE.
<b>Score: Exceeds minimum requirements</b>		
<p><b>Findings and explanation:</b></p> <p>a) Although the UNDAF final evaluation report emphasizes the fact that absence of a robust clear theory of change affects the formulation of logical intervention which, in turn, results in insufficient UNDAF strategic focus, and that Tajikistan faces significant challenges to achieve SDG 5, it highlights those significant results that have been achieved. These results are related to the contribution of UNCT to strengthening gender-related policies and laws, such as the State Program on Education, the National Plan for Combatting Human Trafficking for 2016-2018, drafting a comprehensive Anti-Discrimination Law, and the State instructions for the internal affairs agencies for the prevention, elimination and response to domestic violence, among others. Notably, UNCT supported the Government in conducting a legal review of five selected laws to screen their compliance with the Convention on the Rights of Persons with Disabilities, including the rights of women with disabilities. UNCT contributed to the national mechanisms and institutions, such as strengthening the national emergency obstetric care system and developing the maternal death surveillance and response system and was instrumental in development and adoption of the "Guidance on strengthening of health sector response to gender-based violence, establishment of the intersectoral response to gender-based violence system, including essential service packages and standard operating procedures (SOPs) for health, police and psycho-social sectors.</p> <p>In addition, the final evaluation of the UNDAF highlighted the following aspects:</p> <ul style="list-style-type: none"> <li>▪ UNDAF implementation has been flexible and responsive to the emerging priorities and challenges of the country during the period entire implementation. The principle to "leave no-one behind" has been mainstreamed, ensuring that needs of different groups in Tajikistan have been in focus throughout UNDAF implementation.</li> <li>▪ UN Agencies have been steadily addressing capacity needs for delivery of quality services, particularly for socially excluded and marginalized groups, using capacity development and transfer of knowledge (through direct interaction/ involvement of the key national stakeholders) to support SDG nationalization and operationalization in Tajikistan, being at the forefront of the SDG achievement process.</li> <li>▪ The rights and needs of the marginalized and people in vulnerable situations have been considered, and mainstreaming of human rights and following of no-one left behind principles have been ensured during the entire period of UNDAF implementation.</li> <li>▪ UN Agencies in Tajikistan used a twin-track approach to address gender equality and empowerment of women, placing focus on targeted work for greater gender equality under all strategic pillars and outcomes.</li> <li>▪ UN in Tajikistan have been effective in ensuring progress under all UNDAF outcomes; especially important have been results achieved under the ISEF, a joint UN response to the COVID-19 pandemic.</li> <li>▪ Twin-track approach under UNDAF 2016- 2022 has contributed to mainstream gender more effectively, and design and implement different actions for empower of women in Tajikistan. Coordination and cooperation among the main development partners in Tajikistan through the Gender Thematic Group additionally contributed to effective gender mainstreaming and achievement of results.</li> <li>▪ Following twin-track approach, UNCT in Tajikistan contributed to overall satisfactory gender mainstreaming within UNDAF 2016- 2022. Awareness of gender equality and actions to mainstream gender have been in general present under outcomes. Still, some of the weaknesses in the current UNDAF have been insufficiently gender-sensitive indicators, reflecting on monitoring and reporting practice. Also, gender sensitive programming has been in general underutilized. This is because during the period 2016-2020, outcome 5, which is the outcome where work on EVAWG is included, was only 17% delivered. However, the evaluation report underlines important results achieved under outcome 5, as referred above.</li> </ul> <p>Main recommendations of the final evaluation regarding GEWE are as follows:</p> <ul style="list-style-type: none"> <li>▪ The FET recommends that the UN continue and expand support to enhance mechanisms and practices to <i>prevent domestic, gender-based violence and other forms of violence</i> and assist with establishing the system to provide the necessary support to survivors of violence.</li> </ul>		

-  The COVID-19 pandemic emphasized the importance of informed decision-making based on the availability of gender-disaggregated and locally representative data. UN should work with the national partners to ensure information on the most affected populations, including age groups, gender, or socio-economic or geographical distributions.
-  The FET recommends that UNCT intensify its normative work as one of UN comparative advantages and further strengthen gender mainstreaming across UNDAF outcomes.

b) As far as transformative changes are concerned, thanks to the efforts of UNCT, women living with HIV (WLWH) capacities have been increased, transformative leadership skills built, and women acquired skills and knowledge to economically sustain their families. Despite widespread stigma and discrimination, WLWH were empowered to participate in the policy dialogue (review and analysis of discriminatory laws and policies and participation in the public hearings); and advocate for their rights on different levels (local and international). Remarkably, WLWH were empowered to identify their needs and speak out on behalf of their group. They have demonstrated their leadership and strong voice by developing the alternative CEDAW report and presenting it in CEDAW Committee. WLWH established their network (TNW+) and openly talk about their needs, develop, and implement business-initiatives, occupy non-traditional professions, participate at different fora's, making voices of their peers heard. Two of such transformative results are worth to be mentioned here:

1. Empowered and supported by UNCT, the Director of the TNW+ was invited to the Working Group on development the National HIV/AIDS Program for 2021-2025 and chaired the group on anti-retroviral therapy. Her participation was crucial on terms of formulation and framing needs and requests of WLWH. Technical support was provided by UNCT, so she meaningfully participated in the process. This provided an opportunity for elaboration of National HIV/AIDS Program for 2021-2025 with consideration of gender equality and needs of women living with HIV.
2. WLWH are now empowered to articulate, advocate and monitor women's human rights through international accountability mechanisms: thanks to the training and assistance provided to the TNW+ and organizations of women living with HIV, members of the national network of women living with HIV submitted an alternative report to the CEDAW Committee. As a result, the Concluding Comments of the CEDAW Committee called for the decriminalization of HIV transmission, promotion of comprehensive sexuality education and the elimination of discrimination against female sex workers accessing HIV services. Consequently, women living with HIV meaningfully participated in the discussions around the second National Action Plan on implementation of the CEDAW Concluding Comments, which prioritized issues related to ending stigma and discrimination against women living with HIV and enhancing their access to sexual and reproductive health and services.

**Evidence or means of verification:**

- UNCT-SWAP GE Scorecard Annual Progress report 2020: Tajikistan;
- Final evaluation report of the integrated UN programme for Tajikistan - UNDAF 2016-2022 for Tajikistan, July 2021;
- Decree of the government from February 27<sup>th</sup>, 2021 on "National Programme on HIV Prevention 2021-2025";
- Alternative Thematic Report on implementation of the Convention on Elimination of all Forms of discrimination against Women on the issues related to women living with HIV from the affected groups (women - former prisoners, women using injected drugs, women sex workers), Public Organization "Tajikistan Network of Women Living with HIV", November, 2018.

## Annex C: SWAP Action plan for UNCT Tajikistan performance improvement on GEWE

Action	Responsibility	Required Resources	Timing	Explanation and links to SWAP-scorecard assessment
<b>1. PLANNING</b>				
1.1. Strengthen the gender analysis and the use of consistent gender-sensitive and sex-disaggregated data (whenever possible) across all sections of the upcoming revision of the CCA, including non-traditional sectors, referring to underlying causes of gender inequality and discrimination	PMT with the support of GTG and regional peer support group	No additional financial resources required	By December 2022	Gender analysis must be included across <b>all</b> sectors of the CCA, including underlying causes of gender inequality and discrimination. In addition, consistent sex-disaggregated and gender-sensitive data must also be included in the CCA wherever available and, where data is not present, it should be noted in the particular section. The <b>indicator 1.1</b> is already exceeding minimum requirements, but there is still room for improvement in terms of strengthening gender analyses.
1.2. Visibly mainstream gender equality across all outcome areas of the upcoming UNSDCF	PMT/UNCT with the support of GTG	No additional financial resources required	By December 2022	All UNSDCF outcomes should include explicit reference (that is, visible mainstreaming) to gender equality, even though gender equality is not the core purpose of the outcome. In addition, the document should have at least one gender-targeted outcome, which means that the principal purpose of the outcome is to advance GEWE.  Action 1.2 will move <b>indicator 1.2</b> to meeting minimum requirements. Action 1.3 will move indicator 1.2 to exceeding minimum requirements.
1.3. Formulate at least one outcome <b>specifically</b> targeting gender equality and the empowerment of women in the upcoming UNSDCF	PMT/UNCT with the support of GTG	No additional financial resources required	By December 2022	
1.4. Ensure that 33% of outcome and output indicators of the upcoming UNSDCF measure changes in GEWE. If possible, formulate more than 50% of indicators that measure changes in GEWE	PMT/UNCT with the support of GTG and M&E focal points	No additional financial resources required	By December 2022	Out of 159 indicators of the 2021 UNDAF JWP+ISEF action plan, 56 (35,22%) track progress towards gender equality results, making UNCT meets minimum requirements for <b>indicator 1.3</b> . However, an effort needs to be done by increasing UNSDCF indicators measuring changes in GEWE in order to exceed the minimum requirements for this indicator in next SWAP reporting. Specific attention should be paid to

Action	Responsibility	Required Resources	Timing	Explanation and links to SWAP-scorecard assessment
				the formulation of the work-plan output indicators, as these are less gender-sensitive than those for outcomes.
<b>2. PROGRAMMING AND MONITORING AND EVALUATION</b>				
2.1. Put in place a system to ensure visible gender mainstreaming in the formulation of joint programs	GTG with the support of RCO and endorsement by UNCT	No additional financial resources required	By March 2022	This measure would ensure the contribution of joint programmes to the reduction of gender inequalities in the country, in line with SDG 5.  The action will move <b>indicator 2.1</b> from meeting to exceeding minimum standards.
2.2. Organize training for UN Comms group members on specific tools to mainstream gender in the area of communication and advocacy at least once during the next programming cycle 2023-2026	UNCT/GTG with the support of RCO	Financial resources to be provided by RCO and agencies (may include a local consultant or regional expertise)	By December 2023	Joint communication and advocacy on gender issues is an essential aspect of the work of the UNCT. The roles and responsibilities of the inter-agency communication group include the identification of gender equality common themes. These actions will keep <b>indicator 2.2</b> exceeding minimum requirements.
2.3. Organize at least one joint communication and/or advocacy activity in non-traditional thematic areas <sup>2</sup> every year	UN Comms group with the support of GTG and RCO	Will be determined on the basis of the activity	Annually	
2.4. Strengthen the capacity of the M&E group on gender-sensitive M&E at least once during the next programming cycle 2023-2026	RCO with the support of GTG	Financial resources to be provided by RCO and agencies (it may include a local consultant or regional expertise)	By December 2023	Gender-sensitive M&E is an essential means by which the UN system ensures meeting commitment to leave no one behind. The criteria to exceed minimum requirements for M&E needs that the UN M&E group receives technical training on gender sensitive M&E at least once during each programming cycle. This action will keep <b>indicator 2.3</b> exceeding minimum requirements.

<sup>2</sup> Non-traditional thematic areas are those areas in which women are under-represented, such as environment, climate change, industry, transport, technological innovation, infrastructure, etc.

Action	Responsibility	Required Resources	Timing	Explanation and links to SWAP-scorecard assessment
3. PARTNERSHIPS				
3.1. Enhance and ensure genuine involvement and engagement of the National Women’s Machinery and GEWE CSOs from planning to implementation of interventions within UNSDCF 2023-2026	UNCT/PMT/GTG	No additional financial resources required in case on-line consultations	By December 2026	The UN system in Tajikistan is currently exceeding minimum requirements for indicators 3.1 and 3.2.  In order to maintain UNCT’s excellent performance on these two indicators, it is recommended to continue working with the Government and GEWE CSO supporting initiatives that contribute to promote gender equality in the country.  In addition, these organizations must be <b>fully involved and engaged in the upcoming UNSDCF consultations</b> (CCA revision, strategic prioritization, implementation, M&E).  These actions will keep <b>indicators 3.1 and 3.2</b> exceeding minimum requirements.
3.2. Keep the collaboration with several government agencies and GEWE CSO on joint initiatives fostering gender equality and joint actions to strengthen their engagement in gender-related SDGs implementation during the next programming cycle 2023-2026	GTG/PMT/UNCT	To determine according to joint activities (funds provided by RCO and agencies)	By December 2026 (on-going)	
3.3. Strengthen GEWE CSOs capacities across gender equality functional areas, while engaging them in policy-making processes and delivery of public services	GTG	Financial resources to be provided by RCO and agencies	By December 2026	
4. LEADERSHIP AND ORGANIZATIONAL CULTURE				
4.1. Issue a specific memorandum on options provided by corporate UN work and life balance policies	OMT	No additional financial resources required	By December 2022	The results of the survey had an overall positive average score of 76.9%, placing UNCT in the rank of meeting minimum standards. However, the question “HOAs are supportive of staff to establish an adequate relationship between work life and home life” received lowest score (66.83%, being 71.29 male and 61.70% female), not reaching minimum standards. Therefore, UN efforts should focus on addressing this issue.  This action will have a positive impact on <b>indicator 4.2</b> .
4.2. Integrate the gender parity table into OMT's routine procedures to inform UN processes and take appropriate action on staff recruitment	OMT with the support of UNCT	No additional financial resources required	By March 2022	

Action	Responsibility	Required Resources	Timing	Explanation and links to SWAP-scorecard assessment
4.3. Include visible gender-specific actions and indicators across the Business Operations Strategy (BOS) in at least one/two Business Operation Areas	OMT with the support of UNCT	No additional financial resources required	By December 2022	procedures of OMT to take appropriate action with respect to human resources recruitment. Subsequently, guidelines will be needed in order UNCT to demonstrate positive trends towards achieving parity commitments. In addition, the BOS 2025 must include visible actions on GEWE.  These measures will keep <b>indicator 4.3</b> exceeding minimum standards.
<b>5. GENDER ARCHITECTURE AND CAPACITIES</b>				
5.1. Make a substantive input into the upcoming UNSDCF, in particular to strategic prioritization and results framework	GTG with the support of UNCT	No additional financial resources required	By December 2022	The GTG is a key mechanism for joint UN action and coordination at the country level. Capacity building and empowerment of the GTG is therefore essential to enable it to influence UNCT for GEWE.  Action 5.1 will keep <b>indicator 5.1</b> meeting minimum requirements while action 5.2 will move the indicator to exceeding minimum requirements.
5.2. Nominate senior staff for participation in the GTG to include at least 50% senior staff (P4 and above; NOC and above) in GTG membership	HOA/UNCT	No additional financial resources required	By March 2022	
5.3. Organize at least one substantive inter-agency gender capacity development activity for UN personnel on an annual basis	GTG/RCO	Based on the contribution of agencies	Annually	Lack of capacity for gender equality was identified as one of the main obstacles to improving UNCT GEWE performance. UN system's staff must have the capacity to fulfill the UN mandate on gender equality.  In order to meet minimum requirements for this indicator, it is necessary to undertake at least one activity per year to build gender equality technical competencies of UN personnel. On the other hand, the capacity assessment was conducted in 2017 and so there is need to conduct it again.  Actions 5.3, 5.4 and 5.5 will keep <b>indicator 5.2</b> meeting
5.4. Carry out a new inter-agency capacity needs assessment looking at the UN as a system to address capacity gaps at all levels	GTG	No additional financial resources required if action is carried out by GTG	Beginning of UNSDCF cycle March 2023	
5.5. Elaborate an updated capacity development plan based on the results of the capacity assessment	GTG and endorsement by UNCT	No additional financial resources required if action is carried out by GTG	Beginning of UNSDCF cycle By Jun 2023	



Action	Responsibility	Required Resources	Timing	Explanation and links to SWAP-scorecard assessment
5.6. Update the UNDSS induction training kit document for newcomers with the UN GEWE commitments and related development challenges of the country	UNDSS with the support of GTG	No additional financial resources required	By December 2022	minimum requirements while action 5.6 will move the indicator to exceeding minimum requirements.
6. RESOURCES				
6.1. Organize a capacity building event on the UNINFO gender marker targeting programme staff and programme managers	RCO	Shared financial resources UN Agencies and RCO	Beginning of UNSDCF cycle March 2023	Gender-sensitive targeting and financial tracking is an important means of monitoring UN investments against commitments to gender equality.  Action 6.1 will keep <b>indicator 6.1</b> meeting minimum requirements by organizing training on the gender marker at least once by UNSDCF programming cycle. Action 6.2 will move indicator 6.1 to exceeding minimum requirements.
6.2. Approve a mechanism for systematic gender review and GEM scoring as mandatory procedure for all joint project proposals submitted by agencies	UNCT/GTG	No additional financial resources required	By July 2022	
7. RESULTS				
7.1. Ensure the mandate of GEWE in all UN coordination mechanisms	UNCT	No additional financial resources are required	By March 2022	The UNCT must be able to provide evidence to demonstrate progress on GEWE by assessing the extent to which the UNCT has contributed to gender equality in the country, with some form of measurable change.  To meet the requirements of this SWAP scorecard dimension, the UNCT should demonstrate that it has achieved (or is on track to achieve) all gender equality results as set out in the UNSDCF. To exceed the requirements, at least one outcome level result must have contributed to <u>transformative change</u> .  These actions will have a positive impact on <b>indicator 7.1</b> , for which UNCT already exceeds the minimum requirements.
7.2. Establish a link between the GTG and the result groups and between the GTG and the PMT	UNCT	No additional financial resources are required	By December 2023	